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ABSTRACT

A directory of faculty contracts and bargaining agents in higher education is presented. From January 1 through December 31, 1988, increases were reported in every category of faculty unionization. The vast majority of union organizing efforts continues to be directed towards the public sector. Six sections cover: unionization among faculty 1988; faculty contracts and bargaining agents--U.S.; graduate and teaching assistant contracts and bargaining agents in public and private U.S. institutions; faculty collective bargaining at Canadian universities; and summary of U.S. elections 1988. Seventeen tables include the following: recognized faculty bargaining agents, public and private, 1989; recognized faculty bargaining agents in two- and four-year institutions 1989; faculty collective bargaining agreements 1989; faculty bargaining agents and collective bargaining agreements in two- and four-year institutions, 1974-1988; faculty represented by certified bargaining agents in public and private two- and four-year institutions, 1989; campuses represented by recognized faculty bargaining agents, public and private 1989; geographic distribution of faculty bargaining agents 1989; geographic distribution of bargaining agents and collective bargaining agreements in two- and four-year institutions 1989; roster of institutions affected by the Yeshiva decision; college closings; and bargaining agents cited in this directory. No-agent votes for 1971-1988 and an index of U.S. and Canadian institutions cited in the 1989 directory are provided. (SM)

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Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education

Joel M. Douglas
with
Beth Genya Cohen

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HIGHER EDUCATION AND THE PROFESSIONS—BARUCH COLLEGE
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UNIONIZATION AMONG COLLEGE FACULTY
January 1 - December 31, 1988

INTRODUCTION

Increases were reported in every category of faculty unionization and although they were modest, they indicate a continued acceptance of the collective bargaining process on our nation's colleges and universities. From a "statistical vantage point", the data reflects the following increases; a) 2.15 percent in the number of recognized faculty bargaining agents from 466 in 1987 to 476 in 1988, b) 4.38 percent in the number of negotiated collective bargaining agreements from 434 in 1987 to 453 in 1988, c) 6.18 percent in the number of faculty covered by collective bargaining agreements from 213,763 in 1987 to 226,875 in 1988. The number of organized campuses decreased by one from, 1028 to 1027. With the exception of campuses, the numbers in each category reflect the highest totals since the National Center began compiling this data in 1974.

Four new agents were elected, however, none involved full-time, tenure-track faculty in the primary teaching programs of colleges and universities. Two of the new units consist of professional staff, another is comprised of visiting and part-time lecturers while the fourth contains faculty in a foreign language institute at Western Michigan University. The lack of any new units among full-time, tenure-track faculty is illustrative of both an organizing problem, as well as a shift in direction and priorites of the three national faculty organizations.

As we have noted in past years, the vast majority of union organizing efforts continues to be directed towards the public sector. Of the 16 elections held during 1988, only two were private institutions. In one of these a "change in agent status" was involved, while in the other, the ballots have been impounded. The number of recognized bargaining agents stands at 406 in public and 70 in private colleges.

In the absence of any newly organized faculty bargaining units, the Center is often asked to explain how any growth can occur. Our response is based on several factors which must be noted when analyzing this data. First, the reporting procedures used by both labor and management in their summaries and updates to us have been constantly improving thereby reflecting fewer agents and contracts in the unreported category. Second, the time lag in identifying newly formed independent locals remains. Therefore, it is possible in a year when no new agents were elected, for our statistics to show a modest increase due to delayed reporting by independents. Third, variations are also reflected in the increase in reported numbers of faculty covered by collective bargaining agreements. This year's increase of 6.18 percent is due primarily to institutions reporting larger unit sizes and not attributable to organizing new faculty bargaining units.

AGENTS ELECTED

Sixteen bargaining agent elections were held in 1988. None of these, however, resulted in the election of a bargaining unit of full-time, tenure-track faculty although the results of one election is still pending. The number of newly elected agents was four. This includes the visiting and part-time lecturers unit at Rutgers University, the foreign language association faculty of Western Michigan University, and the professional staff at the City Colleges of Chicago, Illinois, and William Rainey Harper College, Illinois. Four "change of agent status" elections were held, each of which resulted in the election of a new agent. An analysis of faculty union organizing and agent elections follows:

AFT

The American Federation of Teachers and their local affiliates were involved in nine elections, winning two and losing five, while the results in two are pending. New AFT locals include the professional staff at City Colleges of Chicago and William Rainey Harper College. At both of these institutions the AFT also represents faculty bargaining units. At the City Colleges of Chicago, the AFT defeated "No Agent" by a vote of 114-1 for representation rights for a unit of 182 professional staff members. At William Rainey Harper College, the AFT defeated "No Agent" by a vote of 44-31 for representation rights for a unit of 90.

The AFT was defeated by the UFF/NEA at Palm Beach Community College and was unsuccessful in retaining the bargaining rights for a unit of 194 faculty. The AFT was also unsuccessful in attempting to organize the adjunct faculty in the Connecticut Technical College System. In that election, they lost the unit of 122 by a vote of 46 for "No Agent" to 35 for the AFT.

The AFT was involved in five elections at Southern Illinois University at Carbondale (SIUC) and Edwardsville (SIUE). The AFT/AAUP coalition was defeated at SIUE for representation rights for a unit of 987 faculty by a vote of 588 for "No Agent", 224 for NEA, while the AFT/AAUP obtained 175 votes. In another election at Carbondale, the AFT/AAUP was defeated for representation rights for a unit of 225 administrative and professional staff. "No Agent" received 121 votes, NEA 74, and the AFT/AAUP received 30. At Southern Illinois University-Edwardsville, the AFT/AAUP was defeated for representation rights for a unit of 482 faculty. The results of that election are pending and a run-off election has been scheduled between "No Agent" who received 189 votes and the NEA who received 128 votes. In an election for representation rights for the administrative and professional staff at Edwardsville, the ballots for the 225 person unit have been impounded by the Illinois Labor Relations Board. In a third election at Edwardsville, "No Agent" defeated the NEA and AFT at the Dental School. The 42 person unit voted 27 for "No Agent", 15 for NEA and 0 for AFT/AAUP.

The AFT and their affiliates represent faculty at 137 colleges and universities. This includes 114 public institutions and 23 private institutions. Of these 46 are four-year colleges while 91 are two-year colleges.

NEA

The National Education Association and their local affiliates were involved in nine elections, winning two and losing five, while the results of two are pending. The two new faculty units are Colby Community College in Kansas and Palm Beach Community College in Florida. In both of these institutions existing bargaining units voted to change their affiliation to the NEA. At Colby, an NEA/Independent coalition defeated an Independent by a vote of 31-6 for representation rights for a unit of 51 faculty. At Palm Beach, the 194 members of the bargaining unit will now be represented by a UFF/NEA coalition instead of the AFT, the previous bargaining agent.

The NEA faculty local at Marymount University in Virginia chose to disaffiliate itself with the NEA by a vote of 17-0 in favor of the AAUP. That local represents 51 faculty members. In an election to represent the faculty at Grand Valley College in Michigan, "No Agent" received 152 votes to 65 for the NEA. This was the fifth time that the NEA tried to organize the faculty at Grand Valley State.

In the elections at Southern Illinois University-Carbondale and Edwardsville, the NEA was defeated in three, while the results of two are pending. At SIUC, the NEA lost to "No Agent" by a vote of 588-224 for a unit of 987 faculty. The AFT/AAUP received 175 votes. For the 225 person administrative and professional staff unit at SIUC, the NEA was defeated by "No Agent" by a vote of 121-74. The AFT/AAUP received 30 votes. The results of two elections at SIUE are pending. For the SIUE 482 person faculty unit, a run-off election has been scheduled between "No Agent" which received 189 votes and the NEA which received 128 votes. The AFT/AAUP received 123 while 11 ballots were challenged. The Illinois Labor Relations Board impounded the votes for the administrative and professional staff unit of 225. On that ballot were AFT, NEA and "No Agent". The NEA was defeated in an attempt to organize the 42 person bargaining unit at SIUE's Dental School. "No Agent" received 27 votes, NEA 15 and AFT/AAUP 0.

The NEA and their affiliates currently represent faculty at 224 institutions. These include 210 public colleges and 14 private colleges. Of these, 33 are four-year colleges, while 191 are two-year institutions.

AAUP

The American Association of University Professors was involved in nine elections, winning four and losing three. The results of two are pending. At Rutgers State University, the AAUP defeated "No Agent" by a vote of 308-77 for bargaining rights for a unit of 450 visiting and adjunct lecturers. At Western Michigan University, the AAUP defeated "No Agent" for the right to represent the six person unit at the University's Language Institute. At Lewis and Clark University, the AAUP and "No Agent" were on the ballot for representation rights for a unit of 75 faculty. Due to ongoing Yeshiva litigation, the votes of the election have been impounded by the NLRB. At Marymount University, Virginia, the 51 person faculty unit voted to change their existing affiliation from NEA to AAUP by a vote of 17-0. In another "change of agent status", the 215 person unit at New Jersey Institute of Technology voted to affiliate with an AAUP independent coalition instead of remaining Independent by a vote of 130-46.

In the elections at Southern Illinois University-Carbondale and Edwardsville, the AAUP entered into a coalition with the AFT. The coalition was defeated for the right to represent the 987 member faculty bargaining unit at Carbondale by a vote of 558 for "No Agent", 224 for NEA, and 175 for the AFT/AAUP. That same coalition was defeated in an attempt to represent the 225 person administrative and professional staff unit at Carbondale by a vote of 121 for "No Agent", 74 for NEA and 30 for the AFT/AAUP. At SIU-Edwardsville, the election results to represent the 482 person faculty unit are pending. The AFT/AAUP did not, however, receive sufficient votes to be on the run-off ballot. The initial election results were 189 for "No Agent", 128 for the NEA with 123 for the AFT/AAUP. Eleven ballots in that election were challenged. In the vote to represent the faculty at SIUE-Dental School, "No Agent" received 27 votes, NEA 15 and the AFT/AAUP 0.

The AAUP and their affiliates represent faculty at 44 colleges and universities. This includes faculty at 26 public institutions and 18 private. Of these, 40 are four-year colleges and four are two-year institutions.

"NO-AGENT" ELECTIONS

There were five elections reported in 1988 in which employees elected "No Agent" instead of collective bargaining. Three of these involved units at Southern Illinois University at Carbondale and at Edwardsville. At Carbondale, the faculty preferred "No Agent" over the NEA and AFT/AAUP by a vote of 588 to 224 to 175. Similar results were found in the administrative professional staff unit at Carbondale where "No Agent" defeated NEA and the AFT/AAUP by a vote of 121 to 74 to 30. At SIU-Edwardsville, the Dental School faculty selected "No Agent" over the NEA and AFT/AAUP by a vote of 27 to 15 to 0. "No Agent" was on the ballot at Edwardsville for both the faculty and administrative professional staff units, however, the results of those elections were pending with run-offs scheduled for 1989. At Grand Valley State University, "No Agent" defeated the MEA in a faculty representation election, 152-62. In the Connecticut Technical College System, a bargaining unit of adjunct faculty elected "No Agent" over the AFT by a vote of 46 to 35.

The following institutions also conducted bargaining unit elections in which "No Agent" was on the ballot but was defeated by one or more agents; City College of Chicago, Rutgers State University, Western Michigan University, William Rainey Harper College and Colby Community College. For a complete analysis of "No Agent" elections, see Directory, pages 125-130.

DECERTIFICATIONS

Only one decertification of a faculty bargaining unit was reported in 1988. The NEA bargaining unit at the University of Dubuque was decertified as a result of *Yeshiva* litigation. The National Labor Relations Board held that the faculty at Dubuque were managerial and therefore, not entitled to bargain collectively under the protection of the National Labor Relations Act. (See Case no. 33-UC-98, 289 NLRB 34 (1988)), (128 LRRM 1259). For a "Summary of Decertifications", see Directory, Table Thirteen.

STRIKES

The were four reported faculty works stoppages in 1988. This relatively low incidence of strike frequency is consistent with national trends toward decreases in work stoppages. The average mean length of the four faculty strikes was seven days. Set forth below are the institutions, size of faculty unit, faculty agent, and length of strike for each reported stoppage.

1. Lower Columbia College, WA: 82 full-time faculty, Ind., 2-days
2. Hofstra University, NY: 700 full- and part-time faculty, AAUP, 9-days
3. Middlesex County College, NJ: 250 full-time faculty, AFT, 3-days
4. Wayne State Univ., MI: 1,452 full- and part-time faculty, AAUP, 14-days

LEGISLATION

There was no reported new faculty collective bargaining legislation enacted during 1988. The number of states with enabling legislation for CBHE is now 27. An additional three states allow faculty collective bargaining pursuant to local governing board authorization. For a complete listing of all collective bargaining legislation, see Directory, Table Sixteen.

DEMOGRAPHIC ANALYSIS

Each year the Center attempts to determine the number of college faculty represented by certified collective bargaining agents. While we believe that the total reported, 226,875, is reasonably accurate, several compilation problems should be noted. Listed below are some that we believe are endemic to our task and which should be considered when accessing this data:

1. Collective bargaining units are not generally identified according to number of employees involved but instead, are comprised mainly of titles. For example, a bargaining unit certificate will state that all instructors are to be included without specifying a total. Therefore, there is no way of knowing the exact unit size without an up-to-date semester accounting by an institution's personnel or labor relations department.

2. The number of adjunct faculty is enrollment driven and as a result, widespread fluctuations may occur in any given semester. Since many units are comprised of full-time and adjunct faculty, therefore, without constant revision there is no one number that is valid for each semester.

3. There is no one generally accepted number of teaching faculty in the United States. While several government agencies attempt to tabulate this information, substantial time lags exist between data gathering and publication.

This year's increase of 6.18 percent in the number of faculty represented by collective bargaining agreements is, by every likely account, somewhat inflationary. Several reasons, most notably, improved reporting procedures by local institutions probably account for this. It is significant to note, however, that increases are still being reported in a period when the American labor movement is in decline. Although the Directory includes data pertaining to collective bargaining in Canada, the demographic analysis applies only to colleges in the United States.

FIRST CONTRACT SIGNED

Four institutions entered into their initial agreement with elected bargaining agents during 1988. In each case, the unit had been certified in previous years, however, a time lag remains between certification and the ratification of the agreement. Set forth below are the first contracts signed in 1988 and the year the agent was certified: Hocking Technical College (1986), Sangamon State University (1986), University of Maine System Adjunct Faculty (1986) and the University of Wisconsin-Madison, Teaching Program and Project Assistants (1987).

SUMMARY AND CONCLUSIONS

While no one major event controlled CBHE in 1988, several points should be noted when trying to develop an understanding of the past year. The three national unions met with little success in organizing new faculty bargaining units. No unrepresented unit of tenure-stream, full-time faculty elected collective bargaining. The newly organized units consist of professional staff, adjunct faculty and certain small specialized groups. This is the second consecutive year in which no full-time faculty units have been organized.

Illinois was the major area in which union organizing activity occurred. A total of five elections were held on the campuses of Southern Illinois University at Carbondale and Edwardsville, none of which have yet resulted in the election of a bargaining agent. It should be noted that a run-off election has been scheduled in one of these elections, while in another, the ballots were impounded by the Illinois Labor Relations Board. The elections at Illinois are also indicative of inter-union rivalry. In both faculty elections, the three national unions were on the ballot. If one adds the total pro-bargaining vote at SIU-Edwardsville, it should be noted that the NEA, AFT and AAUP would have defeated "No Agent" by a vote of 251-189. Instead, the pro-faculty vote was divided in half which resulted in the necessity of a run-off election. Illinois did mark the emergence of a coalition between the AAUP and the AFT, however, until such time as the three national unions can resolve certain jurisdictional questions, it appears they will continue to wage battle with each other for faculty representation rights.

The absence of any new legislation in 1988, poses long-range problems for those supportive of faculty unionization. In states where legislation has existed since the late 1970's, it appears that most of the eligible faculty who have expressed an interest in collective bargaining already do so. This is not to suggest that the organizing frontiers are now closed, however, it should be noted that there is a positive correlation between public sector legislation and unionization. As a result, the absence of new legislation might create a negative growth factor. Furthermore, new organizing drives appear to be directed toward adjunct faculty and professional support groups. This might result in coalitions and alliances between organized faculty and other segments of the college community that have yet to be addressed.

The number of "changes and challenges to agent status" appears to be diminishing, however, there were four successful "raids" conducted in 1988. The NEA was successful in entering into two new coalitions and obtained locals at Colby Community College and Palm Beach Community College. They did, however, lose an existing unit, Marymount University, to the AAUP. In the fourth such change, the AAUP entered into a coalition with an Independent for union bargaining rights at the New Jersey Institution of Technology. As we have noted previously, inter-agent rivalry continues and if the faculty election at SIU-Edwardsville is any indication, the unions will continue to pay a heavy price for it.

Private sector organizing is dormant due primarily to Yeshiva. There were only two bargaining unit elections conducted at private universities in 1988; Lewis and Clark, where the votes were impounded by the NLRB pending a Yeshiva determination and Marymount University where a change in affiliation occurred. The only other unionization activity at a private institution was the decertification at the University of Dubuque. CBHE remains, overwhelmingly, a public sector phenomenon.

While it is difficult to predict the future of CBHE, certain trends appear noteworthy. Private sector faculty collective bargaining will probably continue to diminish. Absent a reversal of Yeshiva, which appears doubtful at this time, or new legislation amending the NLRA to permit a Yeshiva exclusion, little or no prospect appears likely for private sector faculty bargaining. Second, Yeshiva appears to be limited to the private sector. This is significant when we note that approximately 85 percent of certified faculty bargaining agents are in the public sector. Third, unions will continue to compete with each other for new units. Considering the limited size of the market, the amount of inter-union rivalry remains high. Fourth, unions appear to be moving toward widespread organizing activities of adjunct faculty and support staff units. This will place new pressure on them as what was once a relatively homogeneous membership begins to dissipate.

In sum, over 30 percent of the nation's colleges and universities bargain collectively and for those institutions, the process remains viable.

ACKNOWLEDGMENTS

The *Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education* is the publication that we at the Center are the proudest for it enables us to survey the entire field of CBHE and to keep a pulse on what developments are occurring on the nation's colleges and universities. The *Directory* remains the definitive source of the state of CBHE in the United States.

Volume 15 focuses on several aspects. In addition to the required continuous updating, we "cleansed" the book by removing what we believed to be data of a limited historical value. Consequently, many references to past elections, mergers and structural changes have been deleted. They can still be found in earlier editions of the *Directory*. We also "reordered" our tabular and graphic analysis to present a more sequential approach. One new chart is included, Organized Graduate and Teaching Assistants.

Volume 15 is a product of the "Group of Five". The group included Beth Genya Cohen, a researcher at the Center, and the individual responsible for primary data collection and statistical analysis including development of graphs and tables. Jasmine Tata, another researcher for the Center, compiled the *Yeshiva* data for Table Fourteen. Ruby N. Hill inputted the data for the entire volume and served as a watchdog to insure accuracy. Beth Johnson supervised the production aspect as well as participating in and coordinating the proofreading. I served as project director.

As part of the "second group", those in the academic collective bargaining community who know what is happening in the field, we are also indebted. This includes Perry Robinson (AFT), Steven Finner (AAUP), Gerie Bledsoe (NEA), Christiane Tardif-Dulude (CAUT) and Frank Rooney (OPSEU).

My deep appreciation to all those who assisted in this project for an excellent job. We apologize for any errors or omissions and are proud and pleased to present this volume of the *Directory* to the practitioners, researchers and students of academic collective bargaining.

J. M. D.

FACULTY CONTRACTS AND BARGAINING AGENTS
IN PUBLIC AND PRIVATE INSTITUTIONS
IN THE UNITED STATES

FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS[1]

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ALASKA							
University of Alaska Community College System[2]	AFT	6	1974	1974	2	1	3/31/89
Prince William Sound C.C.					2		
ARIZONA							
Pima Community College	PCCEA/AEA/NEA	280	1978	1978	2	4	6/30/88
Community Campus					2		
Downtown Campus					2		
East Campus					2		
West Campus					2		
CALIFORNIA							
Antelope Valley College	NEA	250	1986	1987	2	1	6/30/90
Barstow Community College	CTA/NEA	33	1979	1979	2	1	6/30/87
Butte College	CTA/NEA[3]	125	1978	1978	2	1	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Cabrillo College	AFT	497	1984	1986	2	1	6/30/88
California State University	CFA/ AAUP/ NEA	21,609	1982	1982	4	19	6/30/91
Cal. Polytech. St. Univ. San Luis Obispo					4		
Cal. St. Col.-Bakersfield					4		
Cal. St. Polytech. Univ.-Pomona					4		
Cal. St. Univ.-Chico					4		
Cal. St. Univ.-Dominguez Hills					4		
Cal. St. Univ.-Fresno					4		
Cal. St. Univ.-Fullerton					4		
Cal. St. Univ.-Hayward					4		
Cal. St. Univ.-Long Beach					4		
Cal. St. Univ.-Los Angeles					4		
Cal. St. Univ.-Northridge					4		
Cal. St. Univ.-Sacramento					4		
Cal. St. Univ.-San Bernadino					4		
Cal. St. Univ.-Stanislaus					4		
Humboldt St. Univ.					4		
San Diego St. Univ.					4		
San Francisco St. Univ.					4		
San Jose St. Univ.					4		
Sonoma St. Univ.					4		
o Academic Support	APC/AFT	1,605	1982	1982	4	19	6/30/89
o Physicians Unit	UAPD	135	1982	1982	4	19	6/30/90
o Health Care Support	CSEA	406	1982	1982	4	19	6/30/88
Chabot College	NEA	263 ft 632 pt	1978	1979	2	2	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Chabot College (Cont'd.)							
Hayward Campus					2		
Valley Campus					2		
Chaffey Community College	CTA/NEA	309	1980	1981	2	1	6/30/87
Citrus College	CTA/NEA	130	1977	1977	2	1	6/30/89
*Claremont Colleges	OPEIU[4]	Librarians		1972	4	6	None in effect
Claremont McKenna Col.					4		
Claremont Univ. Grad. School					4		
Harvey Mudd Col.					4		
Pitzer Col.					4		
Pomona Col.					4		
Scripps Col.					4		
Coast Community College District	AFT	600	1979	1980	2	3	6/30/89
Coastline C.C.					2		
Golden West C.C.					2		
Orange Coast C.C.					2		
o Part-time	NEA	1,100	1979	1980	2	3	9/1/87
College of the Redwoods	Ind.	101 ft 434 pt	1976	1976	2	1[5]	8/31/91
College of the Sequoias	NEA	135	1976	1977	2	1	6/30/92
Compton Community College	AFT	80 ft 30 pt	1978	1979	2	1	6/30/82

CALIFORNIA (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Contra Costa Community College District	Ind.	500 f/pt	1977	1977	2	3	6/30/87
Contra Costa Col.					2		
Diablo Valley Col.					2		
Los Medanos Col.					2		
El Camino Community College	AFT	770 f/pt	1977	1977	2	1	12/31/89
Foothill-DeAnza Community College District	Ind.	502 ft 945 pt	1977	1977	2	4	6/30/89
DeAnza Col.					2		
Foothill Col.					2		
Middlefield Col.					2		
Sunnyvale Col.					2		
Gavilan Community College	NEA/CTA	69 ft	1976	1976	2	1	6/30/91
Glendale Community College	AFT	415	1979	1980	2	1	6/30/88
Grossmont/Cuyamaca Community College District	Ind. (NEA 1977)	480 f/pt	1983	1978	2	2	6/30/87
Cuyamaca Col.					2		
Grossmont Col.					2		
Hartnell Community College	NEA/CTA	91	1976	1979	2	1	6/30/89
Imperial Valley College	NEA/CTA	77	1982	1984	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Kern Community College District	CTA/NEA	324	1977	1977	2	3	6/30/90
Bakersfield Col.					2		
Cerro Coso Col.					2		
Porterville Col.					2		
Lassen Community College	AFT	50	1986	---	2	1	
Long Beach City College	CTA/NEA	313 ft	1979	1979	2	2	6/30/88
Liberal Arts Campus					2		
Pacific Coast Campus					2		
Los Angeles Community College System	AFT	4,800 f/pt	1976	1978	2	9	9/29/90
East L.A. Col.					2		
L.A. City Col.					2		
L.A. Harbor Col.					2		
L.A. Mission Col.					2		
L.A. Pierce Col.					2		
L.A. Southwest Col.					2		
L.A. Trade-Tech. Col.					2		
L.A. Valley Col.					2		
West L.A. Col.					2		
Los Rios Community College System	AFT	1,350 f/pt	1977	1977	2	3	6/30/90
Amer. River Col.					2		
Consumnes River Col.					2		
Sacramento City Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Marin Community College	AFT (NEA 1976)	550	1978	1980	2	2	6/30/90
Col. of Marin					2		
Indian Valley Col.					2		
Merced College	NEA	123	1976	1977	2	1	6/30/90
Monterey Peninsula Community College	NEA	400	1978	1980	2	1	6/30/89
Mount San Antonio College	NEA	750 ft	1976	1978	2	1	12/31/90
Mount San Jacinto College	NEA	44 ft	1977	1977	2	1	6/30/91
Napa Valley College	NEA	103 ft 110 pt	1977	1979	2	1	6/30/88
North Orange County Community College	NEA	550	1979	1981	2	2	6/30/91
Cypress Col.					2		
Fullerton Col.					2		
Palo Verde Community College	CTA/NEA (AFT 1976)	12	1981	1976	2	1	9/15/86
Pasadena City College	CTA/NEA	343	1979	1979	2	1	6/30/91
Peralta Community College District	AFT	500 ft 400 pt	1979	1980	2	5	6/30/91
Col. of Alameda					2		
Laney Col.					2		
Merritt Col.					2		
Vista Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Rancho Santiago Community College District	Ind.	268 ft 475 pt			2	1[6]	6/30/89
o Continuing Educ. Faculty	NEA	21 ft 347 pt			2	1	6/30/88
Rio Hondo Community College	CTA/NEA	363	1979	1980	2	1	6/30/89
Riverside Community College District	NEA/CTA	650	1978	1979	2	1	8/31/90
Saddleback Community College District	NEA/CTA	260 ft 650 pt	1976	1976	2	2	6/30/87
Saddleback College					2		
Irving Valley College					2		
San Bernadino Community College	NEA	544	1986	1986	2	2	2/1/91
San Bernadino Valley College					2		
Craston Hills Community College					2		
San Diego Community Colleges	AFT (CTA/NEA 1977)	471 ft 1,447 pt	1987	1977	2	3	12/31/89
San Diego City Col.					2		
San Diego Mesa Col.					2		
San Diego Miramar Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
San Diego Community College Adult Ed. System	AFT	107 ft 748 pt	1977	1977	2	10	12/31/88
Clairemont Mesa Campus Center					2		
East San Diego Campus Center					2		
Ed. Cultural Complex Campus Center					2		
Harbor View Campus Center					2		
Kearny Mesa Campus Center					2		
Midway Campus Center					2		
Mira Mesa Campus Center					2		
Navajo Campus Center					2		
North Shores Campus Center					2		
San Francisco Community College	AFT	1,800 f/pt	1978	1979	2	2[7]	6/30/89
City Col. of San Fran.					2		
C.C. Centers					2		
San Joaquin Delta College	CTA/NEA	580 f/pt	1977	1977	2	1	6/30/90
San Jose Community College District	NEA	252 ft 700 pt	1977	1978	2	2	6/30/88
Evergreen Valley Col.					2		
San Jose City Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
San Mateo Cty. Community College District	AFT (NEA 1977)	411 ft 555 pt	1982	1978	2	3	6/30/88
Canada Col.					2		
Col. of San Mateo					2		
Skyline Col.					2		
Santa Barbara Community College	Ind.	500	1987	1987	2	1	12/31/89
Santa Clarita C.C. District[8]	CTA/NEA	60 ft	1977	1978	2	1	6/30/84
Santa Monica Community College	Ind.	250 ft 500 pt	1978	1979	2	1	9/7/89
Shasta College	CTA/NEA	118 ft 13 pt	1976	1976	2	1[9]	6/30/90
Sierra Joint Community College District	CTA/NEA	130 ft 400 pt	1977	1978	2	1	6/30/90
Solano Community College	CTA/NEA	126 ft 208 pt	1977	1977	2	1	6/30/89
Southwestern College (Sweetwater C.C. Dist.)	NEA	500 f/pt	1977	1979	2	1	6/30/89
State Center Community College District	AFT	333	1977	1977	2	2[10]	6/30/91
Fresno City Col.					2		
Kings River C.C.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Taft College	CTA/NEA	23	1976	1977	2	1	6/30/89
University of California					4	9	
. Lecturers	AFT	2,000	1984	1986	4	9	6/30/90
. Librarians	UFL/AFT	432	1983	1984	4	9	6/30/91
. Registered Nurses	CNA	5,000	1983	1986	4	9	10/30/88
Berkeley					4		
Davis					4		
Irvine					4		
Los Angeles					4		
Riverside					4		
San Diego					4		
San Francisco					4		
Santa Barbara					4		
Santa Cruz					4		
o Faculty	SCFA/AAUP	437	1981	1982	4	1[11]	6/30/89
*University of San Francisco	AFT (Ind. 1975)	201 ft	1982	1976	4	1	6/30/89
o Adjunct Faculty	AFT	251	1981	1985	4	1	12/30/88
*University of San Francisco Law School	Ind.	24	1973	1974	4	1	6/30/89
Ventura County Community College District	AFT	345 ft 650 pt	1977	1978	2	3	6/30/89
Moorpark Col.					2		
Oxnard Col.					2		
Ventura Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont'd.)							
Victor Valley College	CTA/NEA	89	1976		2	1	6/30/89
West Hills College	NEA	47	1977		2	1	6/30/90
West Valley Mission C.C. Dist.	ACE	318 ft 575 pt	1984	1985	2	2	6/30/91
West Valley Col.					2		
Mission Col.					2		
Yosemite Community College District	NEA	515	1976	1978	2	2	6/30/88
Columbia Col.					2		
Modesto Jr. Col.					2		
Yuba College	NEA	155		1978	2	1	6/30/87
COLORADO							
Colorado Community College System	NEA	736	1979	---	2	16	
Aimes C.C.					2		
Arapahoe C.C.					2		
Colorado Mountain Col.					2		
. Comm. Ed. Unit					2		
. East Campus					2		
. West Campus					2		
Colo. Northwestern Col.					2		
Denver-Auraria C.C.					2		
Front Range C.C.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Colorado Community College System (Cont'd.)							
Lamar C.C.					2		
Morgan C.C.					2		
Northeastern Jr. Col.					2		
Otero C.C.					2		
Pikes Peak C.C.					2		
Pueblo C.C.					2		
Red Rocks C.C.					2		
Trinidad St. Jr. Col.					2		
*Regis College	AAUP	75 ft	1973	1973	4	1	8/14/90
University of Colorado	AFT[12]		1979	---	4	4	
Univ. of Colo.-Boulder					4		
Univ. of Colo.-Colo. Springs					4		
Univ. of Colo.-Denver					4		
Univ. of Colo.-Hlth.Sci.Cntr.					4		
CONNECTICUT							
Connecticut Community College System	CCCC/AAUP/1199 (Ind./AAUP) (AFSCME, 1976)	950 ft 900 pt	1987	1977	2	12	6/30/89
Asnuntuck C.C.					2		
Greater Hartford C.C.					2		
Housatonic Regional C.C.					2		
Manchester C.C.					2		
Mattatuck C.C.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Connecticut Community College System (Cont'd.)							
Middlesex C.C.					2		
Mohegan C.C.					2		
Northwestern Conn. C.C.					2		
Norwalk C.C.					2		
Quinebaug Valley C.C.					2		
South Central C.C.					2		
Tunxis C.C.					2		
Connecticut State Technical Colleges	AFT	219 ft	1976	1977	2	5	6/30/89
Greater New Haven St. Tech. Col.					2		
Hartford St. Tech. Col.					2		
Norwalk St. Tech. Col.					2		
Thames Valley St. Tech. Col.					2		
Waterbury St. Tech. Col.					2		
o Administrators	AFSCME	57	1980	1983	2	5	6/30/89
Connecticut State Univ. System	AAUP	1,980	1976	1976	4	4	5/4/90
Central Conn. St. Col.					4		
Eastern Conn. St. Col.					4		
Southern Conn. St. Col.					4		
Western Conn. St. Col.					4		
o Administrative Faculty	AFSCME	279	1976		4	4	6/30/86
*Mitchell College	AFT	29 ft	1975	1975	2	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CONNECTICUT (Cont'd.)							
*Post College	PCFA (PCFA/AAUP)	26	1978	1979	4	1	6/30/89
*Quinnipiac College	AFT	155 ft	1975	1975	4	1	6/30/88
U.S. Coast Guard Academy	AFGE	35	1975	1978	4	1	6/15/88
*University of Bridgeport	AAUP	215	1973	1974	4	1	8/31/90
University of Connecticut	AAUP	1,731	1976	1977	2/4	6	6/30/89
Hartford					4		
Southeastern					2		
Stamford					4		
Storrs					4		
Torrington					4		
Waterbury					4		
o Non-teaching professionals	AFT	779	1976	1977	4	6	6/30/89
o Health Center	AFT	1,322	1978	1978	4	1	6/30/90
DELAWARE							
Delaware State College	AAUP	165	1977	1981	4	1	8/31/90
University of Delaware	AAUP	790 ft	1972	1973	4	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
DISTRICT OF COLUMBIA							
*American University Adjunct Faculty	ELIFA	18	1982	1982	4	1	4/88
University of the District of Columbia	NEA	459	1978	1980	4	1	9/30/93
FLORIDA							
Brevard Community College	UFF/NEA[13] (AFT 1976, UCCFF 1977)	231	1981	1981	2	3	6/30/89
Cocoa Campus					2		
Melbourne Campus					2		
Titusville Campus					2		
Broward Community College	UFF/NEA (UFF/AFT/AAUP, 1981) (UFF/NEA/AAUP, 1983)	285	1983	1981	2	4	8/31/89
Allied Health Center Campus					2		
Central Campus					2		
North Campus					2		
South Campus					2		
Chipola Junior College	UFF/NEA (NEA, 1983)	57	1976		2	1	6/30/89

Institution	Bargaining Agent*	Unit Size	Cur. Agent Elected	Initial Contract**	2/4 Yr. College	No. of Campuses#	Contract Expiration
FLORIDA (Cont'd.)							
Edison Community College	AFT (ECCFF, 1977)	101	1976	1979	2	1	6/30/89
Y*Florida Memorial College	UFF/NEA	40	1979	---	4	1	
Florida State University System	UFF/FTP/NEA (UFF/AFT[14])	6,500 ft 1,500 pt	1976	1976	4	9	6/30/88
Florida Agric. & Mech. Univ.					4		
Florida Atlantic Univ.					4		
Florida Internat'l Univ.					4		
Florida State Univ.					4		
Univ. of Central Florida					4		
Univ. of Florida					4		
Univ. of N. Florida					4		
Univ. of S. Florida					4		
Univ. of W. Florida					4		
o Graduate Assistants United	UFF/FTP/NEA	3,300		1982	4	2	4/30/89
Univ. of Florida						2	
Univ. of S. Florida						2	
Hillsborough Community College	UFF/FUSA/NEA (FUSA/NEA, 1974)	198	1983	1974	2	3	8/25/89
Dale Mabry Campus					2		
Plant City Campus					2		
Ybor Campus					2		
Indian River Community College	AAUP	110 ft	1973	1975	2	1	7/31/89
Palm Beach Community College	UFF/NEA (AFT[15], 1975 UCCFF 1977)	200	1988	1978	2	4	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Palm Beach Community College (Cont'd.)							
Central Campus					2		
Glade Campus					2		
North Campus					2		
South Campus					2		
Pensacola Junior College	UFF/NEA	260	1985	1987	2	1	6/30/90
*Saint Leo College	UFF/NEA (AFT 1976)	56	1979	1978	4	1	6/5/90
HAWAII							
University of Hawaii	UHPA/AAUP/ NEA	2,820 ft	1974	1975	2/4	9	6/30/89
Hilo/Hawaii C.C.					2/4		
Honolulu C.C.					2		
Kapiolani C.C.					2		
Kauai C.C.					2		
Leeward C.C.					2		
Manoa					4		
Maui C.C.					2		
West Oahu Col.					4		
Windward C.C.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS							
Belleville Area College	AAUP/AFT	110 ft	1967	1967	2	3	8/15/89
Belleville Campus					2		
Granite Campus					2		
Red Bud Campus					2		
Black Hawk College	IFT/AFT	150	1984		2	2	8/7/90
East Campus					2		
Quad Campus					2		
Carl Sandburg College	NEA	57 ft	1975		2	2	8/31/88
Carthage Extension Center					2		
Main Campus					2		
City Colleges of Chicago (Cook County)	AFT	1,348 ft	1966	1967	2	8	7/15/89
City-wide Col.					2		
Kennedy-King Col.					2		
The Loop Col.					2		
Malcolm X Col.					2		
Olive-Harvey Col.					2		
Richard J. Daley Col.					2		
Truman Col.					2		
Wright Col.					2		
o Professional Staff	AFT	182	1988	---	2	8	
College of DuPage	Ind.	235	1984	1984	2	1	6/30/89
College of Lake County	AFT (NEA 1971)	173 ft	1973	1973	2	1	8/12/90
Danville Area College	NEA	69	1983	1983	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont'd.)							
Highland Community College	AFT	48	1968	1968	2	1	8/20/91
Illinois Board of Governors[16]	IFT/AFT/UPI	1,750	1976	1977	4	5	8/31/88
Chicago St. Univ.					4		
Eastern Illinois Univ.					4		
Governors St. Univ.					4		
Northeastern Illinois Univ.					4		
Western Illinois Univ.					4		
Illinois Central College	Ind.	193 ft 400 pt	1977	1977	2	1	7/31/83
Illinois Eastern Community College	NEA	89	1985	1985	2	4	9/1/92
Frontier Community Coll.					2		
Lincoln Trail Coll.					2		
Olney Central Coll.					2		
Wabash Valley Coll.					2		
Illinois Valley Community College	AFT	55 ft	1966	1966	2	1	8/31/90
John A. Logan College	IEA/NEA	55 ft	1972	1972	2	1	8/15/90
Joliet Junior College	AFT	147 ft	1967	1967	2	1	8/12/91
Kankakee Community College	AFT	52	1984	---	2	1	
Kaskaskia College	NEA	64	1984	---	2	1	
Kishwaukee Community College	AFT	80	1986	---	2	1	

ILLINOIS (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Lake Land College	AFT	101 ft	1968	1970	2	1	8/18/89
Y Lewis and Clark Community College	IEA/NEA	79 ft	1979	1979	2	1	7/31/91
McHenry County College	NEA	55 ft	1971	1972	2	1	6/30/90
Moraine Valley Community College	AFT	189	1972	1972	2	1	6/30/89
o Support Staff	CCCTU/AFT	196	1984	1984	2	1	6/30/89
Morton College	AFT	59 ft	1967		2	1	8/23/89
Oakton Community College	NEA	141	1986	1986	2	1	8/15/89
o Adjunct Faculty	NEA	65	1985	1987	2	1	8/10/90
Parkland College	Ind.	175 ft	1984	1984	2	1	8/20/89
Prairie State College	AFT	94 ft	1969	1969	2	1	8/89
Rend Lake College	AFT	52	1985	1986	2	1	8/31/88
Rock Valley College	Ind.			---	2	1	
Sangamon State University	AFT	163	1986	1988	4	1	6/30/89
Sauk Valley College	NEA	50 ft	1969	1970	2	1	6/30/90
Shawnee Community College	NEA	20	1984		2	1	8/8/90
South Suburban College[17]	AFT	114	1971	1972	2	1	8/15/91

	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont'd.)							
Southeastern Illinois College	NEA	40	1985	1984	2	1	8/15/89
Spoon River College	NEA	38	1973	1976	2	1	9/1/89
State Community College of East St. Louis[18]	IFT/AFT	41	1980	1982	2	1	6/30/90
Triton College	AFT	236 ft	1973		2	1	6/30/89
Waubonsee Community College	AFT	59	1968	1970	2	1	6/10/90
William Rainey Harper College	AFT	192	1976	1976	2	1	8/15/90
o Professional Staff	AFT	90	1988	---	2	8	
IOWA							
Des Moines Area Community College	NEA	237 f/pt	1976	1976	2	4	8/17/90
Ankeny Campus					2		
Boone Campus					2		
Urban Campus					2		
Carroll Campus					2		
Eastern Iowa Community College District IX	NEA	157 ft	1975	1976	2	3	8/13/89
Clinton C.C.					2		
Muscatin C.C.					2		
Scott C.C.					2		
Hawkeye Institute of Technology	NEA	118 ft	1980	1981	2	1	6/30/88

Institution	Bargaining Agent*	Unit Size	Cur. Agent Elected	Initial Contract**	2/4 Yr. College	No. of Campuses#	Contract Expiration
IOWA (Cont'd.)							
Iowa Central Community College	NEA	100 ft	1975	1976	2	1	6/30/88
Iowa Lakes Community College	NEA	82 f/pt	1975	1976	2	2	6/30/89
North Campus					2		
South Campus					2		
Iowa Western Community College	NEA	116 ft	1975	1976	2	1	8/19/90
Kirkwood Community College	NEA	184 ft	1975	1976	2	1	8/29/89
Northeast Iowa Technical Institute (Area I)	NEA	80 ft 16 pt	1975	1976	2	2	8/15/88
Calmar Campus					2		
Peosta Campus					2		
Northwest Iowa Technical College (Area IV)	NEA	33 ft	1975	1976	2	1	6/30/89
Southeastern Community College	NEA	78 ft	1975	1976	2	2	6/30/88
North Campus					2		
South Campus					2		
Southwestern Community College	NEA	38 ft	1975	1976	2	2	7/31/88
Creston					2		
Red Oak					2		
University of Northern Iowa	NEA (AAUP/NEA[19] 1976)	580 f/pt	1980	1977	4	1	6/30/89

Institution	Bargaining Agent*	Unit Size	Cur. Agent Elected	Initial Contract**	2/4 Yr. College	No. of Campuses#	Contract Expiration
IOWA (Cont'd.)							
Western Iowa Technical Community College	NEA[20]	68 ft	1976	1978	2	1	6/30/89
KANSAS							
Butler County Community College	NEA	81 ft	1971	1971	2	1	7/31/87
Cloud County Community College	NEA	46 ft	1970	1973	2	1	6/30/89
Coffeyville Community College	Ind. (NEA, 1980)	35 ft	1982		2	1	6/30/89
Colby Community College	NEA (Ind., 1972)	51	1988	1975	2	1	5/17/89
Cowley County Community College	NEA	44	1969	1970	2	1	8/1/88 (Memo of Understanding) Yearly Negots.
Dodge City Community College	Ind.	54 ft	1974	1972	2	1	6/30/90
Fort Scott Community College	Ind. (FSCAPE) (NEA, 1974)	34	1984	1985	2	1	5/15/89
Garden City Community College	NEA	65 ft	1971	1973	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
KANSAS (Cont'd.)							
Hutchinson Community College	NEA	80 f/pt		1969	2	1	6/30/88
Independence Community College	NEA	34	1970	1970	2	1	6/30/89
Johnson County Community College	NEA	216 ft	1980	1981	2	1	6/30/90
Kansas City Kansas Community College	NEA	104 ft	1971	1971	2	1	6/30/89
Labette Community College	NEA	35	1970	1970	2	2	6/30/89
Main Campus					2		
Oswego Campus					2		
Pittsburg State University	NEA	210	1974	1978	4	1	6/30/88
Pratt Community College	NEA	25 f/pt	1977	1977	2	1	6/30/89
MAINE							
Maine Vocational Technical Institute System	NEA/MTA	307		1971	2	6	6/30/89
Central Maine Voc. Tech. Institute					2		
Eastern Maine Voc. Tech. Institute					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Maine Vocational Technical Institute (Cont'd.)							
Kennebec Valley Voc. Tech. Institute					2		
Northern Maine Voc. Tech. Institute					2		
Southern Maine Voc. Tech. Institute					2		
Washington Cnty Voc. Tech. Institute					2		
University of Maine System	NEA	1,317 ft	1978	1979	4	7	6/30/89
Univ. of Maine					4		
Univ. of Maine-Augusta					4		
Univ. of Maine-Farmington					4		
Univ. of Maine-Fort Kent					4		
Univ. of Maine-Machias					4		
Univ. of Maine-Presque Isle					4		
Univ. of Southern Maine					4		
o Part-time Faculty	PATFA/AFT	302	1986	1988	4	7	8/31/89

MARYLAND

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Community College of Baltimore	AFT	162 ft	1969	1970	2	2	6/30/88
Harbor Campus					2		
Liberty Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MARYLAND (Cont'd.)							
Montgomery College	AAUP	373	1980	1982	2	3	8/23/89
Germantown Campus					2		
Rockville Campus					2		
Takoma Park Campus					2		
Towson State University	AAUP	508	1973	---	4	1	
MASSACHUSETTS							
*Becker Junior College	AFT	25	1974	1975	2	2	8/31/90
Leicester Col.					2		
Worcester Col.					2		
*Berklee College of Music	AFT	151 ft	1985	1986	4	1	6/1/89
o Part-time	AFT	54 pt	1985	1986	4	1	6/1/89
*Emerson College	AAUP	89 ft	1975	1976	4	1	8/31/90
*Endicott College	NEA	30 ft	1973	1974	2	1	8/30/89
*Laboure College	NEA	15 ft	1975	1979	2	1	6/30/90
Massachusetts Community College System[21]	NEA/MTA/MCCC[22]	1,700	1976	1976	2	17	6/30/89
Berkshire C.C.					2		
Blue Hills C.C.					2		
Bristol C.C.					2		
Bunker Hill C.C.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Massachusetts Community College System (Cont'd.)							
Cape Cod C.C.					2		
Greenfield C.C.					2		
Holyoke C.C.					2		
Mass. Bay C.C.					2		
Massasoit C.C.					2		
Middlesex C.C.					2		
Mt. Wachusett C.C.					2		
North Shore C.C.					2		
Northern Essex C.C.					2		
Quincy Jr. Col.					2		
Quinsigmond C.C.					2		
Roxbury C.C.					2		
Springfield Tech. C.C.					2		
o Div. of Continuing Ed.	NEA/MTA/MCCC	1,800 pt	1987	---	2	17	
Massachusetts State Colleges[23]	NEA/MTA	1,535	1977	1977	4	9	6/30/89
Bridgewater St. Col.					4		
Fitchburg St. Col.					4		
Framingham St. Col.					4		
Mass. College of Art					4		
Mass. Maritime Academy					4		
North Adams St. Col.					4		
Salem St. Col.					4		
Westfield St. Col.					4		
Worcester St. Col.					4		
o Professional Administrators	APA/MTA/NEA	447	1979	1980	4	9	6/30/89
o Div. of Continuing Education	NEA/MTA	1,050 pt	1987	---		9	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MASSACHUSETTS (Cont'd.)							
Y*Simon's Rock of Bard College	AFT (SRFBC/AAUP 1980)	30	1984	1981	4	1	6/30/87
Southeastern Massachusetts University	AFT	360	1970	1970	4	1	6/30/89
o Part-time and Visiting Lecturers	AFT	40	1985	1986	4	1	6/30/89
University of Lowell	MSP/MTA/NEA	546 ft	1976	1977	4	1	6/30/89
University of Massachusetts	MSP/FSU/MTA/NEA[24]	1,800	1974	1974	4	2	6/30/89
Amherst Campus					4		
Boston Campus					4		
*Wentworth Institute of Technology	AFT	145	1973	1976	4	2	8/31/89
Boston Campus					4		
East Coast Aero Technical School					4		
MICHIGAN							
Y*Adrian College	NEA	56	1975	1977	4	1	8/31/91
Alpena Community College	NEA	52	1965	1965	2	1	8/18/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
*Baker Junior College of Business	NEA	20 ft	1978	1978	2	1	8/31/82
Bay de Noc Community College	NEA (Ind., 1971)	46 ft	1973	1971	2	1	8/30/86
Central Michigan University	NEA (NEA, 1969)	615	1977	1970	4	1	6/30/90
*Detroit College of Business	NEA (Ind., 1971)	22 ft	1973	1971	4	1	6/30/90
Eastern Michigan University	AAUP	630 ft	1974	1974	4	1	8/31/90
Ferris State College	NEA	507 ft	1973	1973	4	1	6/30/90
Glen Oaks Community College	NEA	28 ft	1968	1968	2	1	8/31/83
Gogebic Community College	NEA	48	1965	1965	2	1	8/15/89
Grand Rapids Junior College	Ind.	348	1965	1965	2	1	8/20/89
Henry Ford Community College	AFT	212	1965	1966	2	2[25]	8/31/85
Dearborn Hts. Campus					2		
Main Campus					2		
Highland Park Community College	AFT	285	1966	1967	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont'd.)							
Jackson Community College	NEA	120 ft	1965	1966	2	1	8/31/89
Kalamazoo Valley Community College	NEA	96	1969	1969	2	1	5/31/88
Kellogg Community College	MEA/NEA (AFT, 1967)	101 ft 2 pt	1968	1968	2	1	8/15/90
Y*Kendall School of Design	NEA	50	1974	---	3/4	1	
Kirtland Community College	AFT/MFT (Ind., 1969, NEA, 1973)	27 ft	1985	1971	2	1	6/30/90
Lake Superior State University	MEA/NEA	112 ft	1978	1978	4	1	9/1/88
o Support Staff	MEA/NEA (AFSCME, 1969)	112 ft	1985	1985	4	1	8/31/89
Lansing Community College	NEA	1,000 f/pt	1968	1969	2	1	9/12/90
Macomb County Community College	Ind.	360 ft	1966	1967	2	2	8/13/89
Center Campus					2		
South Campus					2		
Michigan State University							
o Administrative Professionals	Ind.	550	1985	1985	4	1	9/30/88
o Administrative Staff	Ind./NEA	550	1985	1985	4	1	9/30/88

MICHIGAN (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Mid-Michigan Community College	MEA/NEA	40 ft	1968	1968	2	1	8/23/88
Monroe County Community College	NEA	56 ft	1973	1969	2	1	8/31/89
Montcalm Community College	NEA	27 ft	1968	1968	2	1	8/15/91
Mott Community College	NEA	196	1966	1966	2	1	8/21/89
Muskegon Community College	NEA	97 ft	1965	1967	2	1	8/31/91
North Central Michigan College	NEA	35	1980	1981	2	1	8/31/84
Northern Michigan University	AAUP	301 ft	1975	1976	4	1	6/30/90
o Skills Center Instructors	NEA	24	1980	1980	2	1	8/25/89
Oakland Community College	NEA/MEA	301	1971	1966	2	4	8/31/89
Auburn Hills Campus					2		
Highland Lakes Campus					2		
Orchard Ridge Campus					2		
Southeast Campus					2		
Oakland University	AAUP	402 ft	1970	1971	4	1	8/14/91
Saginaw Valley State College	NEA	152 ft	1972	1972	4	1	6/30/90
St. Clair County Community College	NEA/MEA	95	1968	1970	2	1	8/30/88
Schoolcraft College	MEA/NEA	136 ft 200 pt	1972	1968	2	1	8/23/91

MICHIGAN (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
*University of Detroit	NEA	167 ft	1975	1977	4	1	8/15/86
University of Michigan Teaching Assistants	AFT	1,800	1976	1976	4	3	3/1/89
Ann Arbor					4		
Dearborn					4		
Flint					4		
Washtenaw Community College	NEA	162 ft	1966	1967	2	1	8/31/90
Wayne County Community College	AFT	165 ft 360 pt	1970	1970	2	5	8/31/91
Downriver Campus					2		
Downtown Campus					2		
Eastern Campus					2		
Northwestern Campus					2		
Western Campus					2		
o Administrative Unit	Ind.	---	---	---	2	5	1986
Wayne State University	AAUP	1,452 f/pt	1972	1972	4	1	7/31/90
West Shore Community College	MEA/NEA (Ind., 1970)	28 ft 50 pt	1984	1970	2	1	8/20/91
Western Michigan University	AAUP	780 f/pt	1975	1976	4	1	9/6/90
o Language Association	AAUP	6	1988	---	4	1	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MINNESOTA							
Minnesota Community College System	MCCFA/NEA	1,629	1972	1973	2	18	6/30/89
Anoka-Ramsey C.C.					2		
Arrowhead C.C. District					2		
Hibbing C.C.					2		
Itasca C.C.					2		
Mesabi C.C.					2		
Rainy River C.C.					2		
Vermilion C.C.					2		
Austin C.C.					2		
Clearwater C.C. District					2		
Brainerd C.C.					2		
Fergus Falls C.C.					2		
Northland C.C.					2		
Inver Hills C.C.					2		
Lakewood C.C.					2		
Minneapolis C.C.					2		
Normandale C.C.					2		
North Hennepin C.C.					2		
Rochester C.C.					2		
Willmar C.C.					2		
Worthington C.C.					2		
Minnesota State University System	NEA/IFO/MEA	2,250	1975	1976	4	7	6/30/89
Bemidji St. Univ.					4		
Mankato St. Univ.					4		
Metropolitan St. Univ.					4		
Moorhead St. Univ.					4		
Saint Cloud St. Univ.					4		
Southwest St. Univ.					4		
Winona St. Univ.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MINNESOTA (Cont'd.)							
University of Minnesota	NEA	346		1982	2/4	2[26]	6/30/89
Duluth Campus			1980		4		
Waseca Campus			1981		2		
MISSOURI							
*Park College	AFT	35	1976	1977	4	1	4/30/82
St. Louis Community College	NEA	473 ft	1978	1983	2	3	6/30/89
Florissant Valley					2		
Forest Park					2		
Meramec					2		
MONTANA							
Dawson Community College	AFT	25 f/pt	1975	1975	2	1	6/30/89
Eastern Montana College	AAUP (AAUP/AFT, 1975)	144 f/pt	1978	1976	4	1	6/30/89
Miles Community College	Ind.	24	1973		2	1	6/30/88
Northern Montana College	AFT (NEA, 1975)	85	1979	1976	4	1	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MONTANA (Cont'd.)							
University of Montana	AFT	418 f/pt	1978	1979	4	1	6/30/91
Western Montana College	AFT (NEA, 1975)	44 ft	1983	1975	4	1	6/30/87
NEBRASKA							
Central Community College	CCCEA	117	1985	1976	2	3	8/14/89
Columbus-Region 1					2		
Grand Island-Region 2					2		
Hastings-Region 3					2		
Metropolitan Technical Community College	NEA	125 ft	1974	1974	2	3	6/30/88
Elkhorn Valley					2		
Main Campus					2		
South Campus					2		
Mid-Plains Technical Community College Area	NEA	75	1976	1976	2	2	1989
McCook					2		
North Platte					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEBRASKA (Cont'd.)							
Nebraska State Colleges	SCEA/NEA	400	1976		4	3	6/30/89
Kearney St. Col.					4		
Peru St. Col.					4		
Wayne St. Col.					4		
Southeast Community College	Ind. (NEA, 1975)	238	1979	1975	2	3	6/30/89
Beatrice Campus					2		
Lincoln Campus					2		
Milford Campus					2		
University of Nebraska (Omaha)	AAUP	400	1979	1981	4	1	6/30/89
University of Nebraska College of Law (Lincoln)	Ind.	25	1976	---	4	1	
Western Nebraska Community College	NEA	69	1976		2	2	8/31/87
Scottsbluff Campus					2		
Sidney Campus					2		
NEW HAMPSHIRE							
*Franklin Pierce College	AFT	79 f/pt	1974	1974	4	1	8/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW HAMPSHIRE (Cont'd.)							
Keene State College	NEA[27]	157 ft	1977	1979	4	1	6/30/89
NEW JERSEY							
Atlantic Community College	NEA	82	1968	1970	2	1	6/30/90
Bergen Community College	NEA	245 ft	1968	1969	2	1	6/30/88
*Bloomfield College	AAUP	50 f/pt	1973	1975	4	1	6/30/89
Brookdale Community College	NEA	185	1971	1974	2	1	6/30/89
Burlington County College	NEA	96	1970	1971	2	1	6/30/91
Camden County College	NEA (NEA, 1968; AFT, 1972)	96	1980		2	1[28]	6/30/88
County College of Morris	NEA (Ind., 1974)	193	1975	1975	2	1	9/29/90
Cumberland County College	NEA	50	1968	1969	2	1	6/30/91
Essex County College	NEA	148	1968	1970	2	1	8/31/91
Gloucester County College	AFT (NEA, 1968)	75 ft	1972	1969	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
Mercer County Community College	NEA	121 ft	1970	1971	2	1[29]	6/30/90
o Professional Staff	AFT (NEA, 1975)	77	1987		2	1	
o Technical Assistants	AFT	40 ft	1980		2	1	6/30/89
Middlesex County College	AFT	205	1968	1968	2	1	6/30/91
*Monmouth College	AAUP (NEA, 1971)	147 ft	1978	1971	4	1	6/30/91
New Jersey Institute of Technology	Ind./AAUP (Ind., 1970)	350	1988	1971	4	1	6/30/86
New Jersey State College System	AFT (NEA, 1969)	3,024	1972	1970	4	9	6/30/89
Glassboro St. Col.					4		
Jersey City St. Col.					4		
Kean Col. of New Jersey					4		
Montclair St. Col.					4		
Ramapo Col. of New Jersey					4		
Stockton St. Col.					4		
Thomas A. Edison St. Col.					4		
Trenton St. Col.					4		
William Paterson Col. of NJ					4		
o Part-time Faculty	AFT	144	1987	---	4	9	
Ocean County College	NEA	107 ft	1968	1968	2	1	8/31/90
Passaic County Community College	NEA	51 ft	1972	1972	2	1	8/20/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont'd.)							
Raritan Valley Community College[30]	AFT (NEA)	92	1973		2	1	6/30/90
*Rider College	AAUP	262 f/pt	1973	1974	4	1	8/31/91
Rutgers State University of New Jersey	AAUP	2,527 1,573(TA/GA)	1970	1971	4	3	6/30/89
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
o Adjunct Faculty	AAUP	450	1988	---	4	3	
Salem Community College	NEA	30	1975	1976	2	1	6/30/88
*Union County College[31]	AAUP	180 ft	1974	1975	2	4	8/31/90
Main Campus-Cranford					2		
Scotch Plains Campus					2		
Elizabeth Skills Center					2		
Plainfield Campus					2		
University of Medicine and Dentistry of New Jersey	AAUP	900 ft	1972	1973	4	5	6/30/89
Grad. School of Biomedical Sciences					4		
New Jersey Dental School					4		
New Jersey Medical School					4		
School of Osteopathic Medicine					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of Medicine and Dentistry of New Jersey (Cont'd.)							
Robert Wood Johnson Medical School[32]					4		
o School of Health Related Professions	NJEA	30 ft	1984	1984	4	1	6/30/89
NEW YORK							
*Adelphi University	AAUP	300 ft 450 pt	1972	1973	4	1[33]	8/31/90
Adirondack Community College	NEA (ACCF, 1970;[34] AFT, 1978)	90	1985	1970	2	1	8/31/90
*Bard College	AAUP	84	1972	1973	4	1	6/30/89
Broome Community College	NYEA/NEA	217	1979	1969	2	1	8/31/89
Cayuga County Community College	NYEA/NEA (NEA, 1970; ACCF, 1972)	80 ft	1978	1970	2	1	8/31/88
City University of New York	PSC/AFT/ AAUP[35]	9,627 ft 6,875 pt	1969	1969	2/4	19	8/31/90
Baruch College					4		
Bor. of Manhattan C.C.					2		
Bronx C.C.					2		
Brooklyn College					4		
City College					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
City University of New York (Cont'd.)							
College of Staten Island							
. St. George's Campus					2		
. Sunnyside Campus					4		
Grad. School & Univ. Center					4		
Hostos C.C.					2		
Hunter College					4		
John Jay Col. of Criminal Justice					4		
Kingsborough C.C.					2		
LaGuardia C.C.					2		
Lehman College					4		
Medgar Evers College					4		
New York City Tech. College					2		
Queens College					4		
Queensborough C.C.					2		
York College					4		
o Research Foundation	PSC/AFT/AAUP	59	1969	1974	2/4	1	9/30/91
Clinton Community College	NYEA/NEA (ACCF, 1972)	55 ft	1978	1973	2	1	8/31/88
*College of Insurance	AAUP	18	1985	1987	4	1	8/31/90
Columbia-Greene Community College	NYEA/NEA (NYSUT/AFT, 1971)	43 ft	1979	1971	2	1	8/31/90
Community College of the Finger Lakes	NYEA/NEA (ACCF, 1974)	147 ft	1978	1975	2	1	8/31/91
Y*Cooper Union	NYSUT/AFT	63	1975	1978	4	1	8/31/89

NEW YORK (Cont'd.)

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
Cornell University ILR Adjunct Faculty	NYSUT	200	1981	1981	4	3	8/31/89
Long Island Campus					4		
New York City Campus					4		
Westchester/Rockland Campus					4		
*Culinary Institute of America	Ind.	90	1979	1979	2	1	5/31/89
*Dowling College	NYSUT/AFT	75	1978	1979	4	1	8/31/88
Dutchess Community College	NEA(NYSUT/AFT, 1968)	200	1987	1969	2	1	8/31/91
o Adjunct	NEA(NYSUT/AFT, 1985)	270	1987	1987	2	1	8/31/90
*D'Youville College	AAUP	67 ft	1976	1977	4	1	8/31/89
Erie Community College	NYEA/NEA (NEA, 1971; ACCF, 1972)	468	1978	1978	2	3	8/31/89
City Campus					2		
North Campus					2		
South Campus					2		
Fashion Institute of Technology	AFT[36] (NYSUT/AFT)	200 500-Adjunct 320 ft-staff 100 pt-staff	1976	1967	2	1	8/31/90
*Fordham University Law School	Ind.	26	1971	---	4	1	
Fulton-Montgomery Community College	NYEA/NEA (NEA, 1969; ACCF, 1972)	67 ft	1978	1969	2	1	8/31/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Genesee Community College	NYEA/NEA (NEA, 1970; ACCF, 1972)	112 ft	1978	1970	2	1	8/31/90
Herkimer County Community College	NYSUT (Ind., 1975)	67	1983	1977	2	1	8/31/89
*Hofstra University	AAUP	400 ft 300 pt	1973	1974	4	1	8/31/91
Hudson Valley Community College	Ind. (NYEA/NEA 1969; ACCF, 1972)	250 ft	1983	1969	2	1[37]	8/31/89
o Opportunity Center	NYSUT	26 ft	1976	1976	2	1	8/31/89
Jamestown Community College	Ind. (NEA, 1970)	125	1972	1970	2	2	8/31/90
Cattaraugus County Campus					2		
Jamestown Campus					2		
Jefferson Community College	NYEA/NEA	73 ft	1975	1969	2	1	8/31/91
Y*Long Island University-Brooklyn Center	AFT/NYSUT (AFT, 1970)	250	1976	1972	2	1	8/31/88
Y* o College of Pharmacy	AAUP	30	1978	1979	4	1	10/31/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Y*Long Island University-C.W. Post Center	AFT (NYSUT, 1973)	350	1976	1975	4	1	8/31/91
o Adjunct Faculty	CWA (NYEA/NEA, 1978)	1,000	1987	1979	4	1	10/31/90
Y*Long Island University-Southampton Center	AFT (NYSUT, 1973)	72	1976	1975	4	1	8/31/88
*Marymount College	AAUP	65	1976	1977	4	1	8/31/88
Mohawk Valley Community College	NYSUT/AFT	163 ft	1972	1972	2	2	8/31/90
Rome Campus					2		
Utica Campus					2		
Monroe Community College	NYSUT/AFT	360 f/pt	1969	1969	2	1	8/31/90
Nassau Community College	NYSUT/AFT (Ind.)(NCCFT)	672	1969	1969	2	1	8/31/91
o Adjunct Faculty	NYSUT/AFT (AFA)	1,656	1974	1974	2	1	9/30/84
*New York Institute of Technology	AAUP	311	1970	1971	4	3	8/31/92
Central Islip Campus					4		
New York City Campus					4		
Old Westbury-Main Campus					4		
*New York University Law School	Ind.		1973	---	4	1	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Niagara County Community College	NYEA/NEA (ACCF)	178	1978	1969	2	1	8/31/86
*Niagara University	Ind.		1975	1979	4	1	8/31/82
North Country Community College	NYEA/NEA (NEA, 1969; ACCF, 1972)	65 ft	1978	1970	2	4	8/31/90
Elizabethtown Campus					2		
Malone Campus					2		
Saranac Lake Campus					2		
Ticonderoga Campus					2		
Onondaga Community College	NYSUT/AFT	200 ft[38] 230 pt	1967	1968	2	1	8/31/89
o Administration	NYSUT/AFT/ACA	29	1973	1973	2	1	8/31/90
Orange County Community College	NYEA/NEA (NEA, 1969; ACCF, 1972)	125	1978	1969	2	1	8/31/88
o Staff & Chairmen	Ind.	55	1969	1969	2	1	8/31/84
Y*Pratt Institute	AFT (AFT 1971; NYSUT)	120 ft 350 pt	1971	1972	4	2	8/31/89
Brooklyn					4		
Pratt Manhattan Center					4		
Rockland Community College	NYSUT/AFT	145	1969		2	1	8/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
*St. John's University	AAUP/Ind.	555 ft 303 pt	1970	1970	4	2	8/31/87
Queens					4		
Staten Island					4		
Schenectady County Community College	NYEA/NEA (NEA 1970; ACCF 1972)	76 ft	1978	1971	2	1	8/31/91
State University of New York	UUP/[39] AFT (NYSUT 1971; UUP/AFT 1976)	16,200 ft	1978	1971	2/4	30	6/30/91
Colleges of Technology					2		
Alfred					2		
Canton					2		
Cobleskill					2		
Delhi					2		
Farmingdale					2		
Morrisville					2		
Coll. of Environmental Sci. and Forestry at Syracuse					4		
Coll. of Technology at Utica/Rome					4		
Empire State College					4		
Maritime Coll. at Fort Schuyler					4		
State University Colleges					4		
Brockport					4		
Buffalo					4		
Cortland					4		
Fredonia					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
State University of New York (Cont'd.)							
Geneseo					4		
New Paltz					4		
Old Westbury					4		
Oneonta					4		
Oswego					4		
Plattsburgh					4		
Potsdam					4		
Purchase					4		
State University of New York					4		
Albany					4		
Binghamton					4		
Buffalo					4		
Stony Brook					4		
Medical Centers					4		
Coll. of Optometry at New York City					4		
Brooklyn Health Science Center					4		
Stony Brook Health Science Center					4		
Syracuse Health Science Center					4		
Suffolk County Community College	NYSUT/AFT	415	1970	1970	2	3	8/31/89
Eastern Campus (Riverhead)					2		
Selden Campus					2		
Western Campus (Brentwood)					2		
o Guild of Administrative Officers	AFSCME	80	1970	1970	2	3	8/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Year	No. of Campuses#	Contract Expiration
NEW YORK (Cont'd.)							
Sullivan County Community College	NEA (ACCF, 1974)	120	1978	1976	2	1	8/31/90
o Professional Staff	NEA				2	1	8/31/90
*Taylor Business Institute	AFT	60	1969	1970	2	1	6/89
Tompkins-Cortland Community College	NYEA	91	1982	1983	2	1	8/31/89
*Trocaire College	Ind.	34 ft 33 pt	1974	1981	2	1	8/15/89
Ulster County Community College	NYEA/NEA (NEA, 1970; ACCF, 1972)	86	1978	1970	2	1	8/31/90
o Administrative Staff	NYEA/NEA (OPAP, 1970)	57	1984	1970	2	1	8/31/90
U.S. Merchant Marine Academy	AFGE	75	1978	1968	4	1	1974
*Utica College of Syracuse University	AAUP	110 ft	1976	1977	4	1	6/30/90
*Vassar College (Prof. Staff)	CWA	23	1985	1986	4	1	6/30/89
Westchester Community College	NYSUT/AFT	210	1969	1969	2	1	8/31/88
OHIO							
Central State University	AAUP	90	1985	1985	4	1	8/31/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OHIO (Cont'd.)							
Cuyahoga Community College District	AAUP	363 ft	1977	1978	2	3	9/1/89
Eastern Campus					2		
Metropolitan Campus					2		
Western Campus					2		
*Dyke College	AFT	16 ft	1975	1976	4	1	8/31/88
Edison State College	NEA	43	1985	1986	2	1	8/31/89
Hocking Technical College	OEA/NEA	51	1986	1988	2	1	12/31/90
Jefferson Technical College	NEA	46	1985	1986	2	1	12/31/88
Kent State University	AAUP[40] AAUP/NEA, 1975	850 ft	1979	1978	2/4	8	9/16/90
Ashtabula Regional Campus					2		
East Liverpool Regional Campus					2		
Geauga Regional Campus					2		
Main Campus					4		
Salem Regional Campus					2		
Stark County Regional Campus					2		
Trumbull Regional Campus					2		
Tuscarawas Regional Campus					2		
Lakeland Community College	NEA	114 ft	1978	1978	2	1	8/31/89
Northwest Technical College	NEA	35	1975	1973	2	1	8/31/91
o Faculty Support	NEA	20	1986	1987	2	1	8/31/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OHIO (Cont'd.)							
Y*Rio Grande College & Community College	Ind.	76	1976	1985	2/4	1	Salaries Only-6/90 Tenure - 6/30/88
Shawnee State University	NEA	80 ft	1975	1976	4	1	8/31/90
Southern State Community College	NEA	29	1985	1986	2	3	8/31/89
Central Campus					2		
North Campus					2		
South Campus					2		
Terra Technical College	NEA	46	1985	1986	2	1	8/31/91
University of Cincinnati	AAUP	1,575	1975	1976	2/4	4	8/31/89
University College					4		
Clermont General & Tech. College					2		
College of Applied Science					2		
Raymond Walters College					2		
Y*Wilberforce University	AAUP	49 ft	1979	1979	4	1	8/31/86
Youngstown State University	NEA	425 ft	1972	1973	2/4	1	6/14/89
OREGON							
Blue Mountain Community College	NEA	73 ft	1975	1976	2	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OREGON (Cont'd.)							
Central Oregon Community College	Ind.[41] (Ind., 1975) (NEA, 1979)	68 ft 5 pt	1985	1977	2	1	6/30/88
Chemeketa Community College	NEA/OEA	225	1974	1974	2	1	6/30/89
o Adjunct Faculty	NEA/OEA	600 pt	1984	1984	2	1	6/30/91
Clackamas Community College	NEA/OEA	150 ft	1975	1973	2	1	6/30/89
Clatsop Community College	NEA	58 ft	1975	1975	2	1	6/30/88
Lane Community College	NEA	272 ft	1974	1974	2	1	6/30/90
Linn-Benton Community College	Ind.	135 ft	1974	1974	2	1	6/30/90
Mount Hood Community College	Ind.	173 ft	1975	1976	2	1	8/31/91
o Part-time	OEA	400	1982	1984	2	1	6/30/91
Portland Community College	OFT/AFT	363	1974	1975	2	3[42]	8/31/89
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
o Part-time	OFT/AFT	787	1984	1986	2	3	9/14/91
Portland State University	AAUP	548	1978	1979	4	1	6/30/89
o Part-time	AFT	200	1978	1979	4	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OREGON (Cont'd.)							
Rogue Community College	NEA/OEA	66 ft	1975	1975	2	1	6/30/90
Y Southern Oregon State College	Ind.	193 ft	1973	1975	4	1	6/30/89
Southwestern Oregon Community College	AFT	65 f/pt	1974	1974	2	1	6/30/90
Treasure Valley Community College	NEA	55		1980	2	1	6/30/88
University of Oregon Graduate Teaching Fellows	AFT	1,000	1977	1978	4	1	6/30/89
Western Oregon State College	AFT	160 f/pt	1974	1975	4	1	6/30/89
*Western States Chiropractic College	Ind./AFT	20 ft 15 pt	1978	1979	4	1	6/30/90
PENNSYLVANIA							
Bucks County Community College	AFT	181	1971	1972	2	1	8/15/89
Community College of Allegheny County	AFT	383 ft	1971	1972	2	4	8/22/89
Allegheny Campus					2		
Boyce Campus					2		
North Campus (Pittsburgh)					2		
South Campus (West Mifflin)					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont'd.)							
Community College of Beaver County	NEA (AFT, 1970)	54 ft	1973	1972	2	1	8/31/92
Community College of Philadelphia	AFT	360 ft	1970	1970	2	1[43]	8/31/90
o Adjunct	AFT	570 pt	1978	1983	2	1	8/31/90
Delaware County Community College	NEA	100 ft	1974	1975	2	1	8/20/84
*Lackawanna Junior College	NEA	28 ft	1979		2	1	12/31/83
Lehigh County Community College	NEA	66 ft	1970	1972	2	1	8/31/91
Lincoln University	AAUP	80 ft	1972	1973	4	1	8/31/88
Luzerne County Community College	NEA	107	1971	1971	2	1	8/31/90
Montgomery County Community College	AFT (AAUP, 1979)	150 ft	1982	1980	2	1	8/31/91
*Moore College of Art	AFT	30 ft 20 pt	1971	1971	4	1	8/31/88
Northampton County Area Community College	AFT	97	1976	1977	2	1	6/30/89
Pennsylvania State System of Higher Education	APSCUF/AFT[44] (NEA, 1971; Ind., 1977; APSCUF/AFT/AAUP, 1979)	5,190 f/pt	1971	1971	4	14	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Pennsylvania State System of Higher Education (Cont'd.)							
Bloomsburg Univ. of Penn.					4		
California Univ. of Penn.					4		
Cheyney Univ. of Penn.					4		
Clarion Univ. of Penn.					4		
East Stroudsburg Univ. of Penn.					4		
Edinboro Univ. of Penn.					4		
Indiana Univ. of Penn.					4		
Kutztown Univ. of Penn.					4		
Lock Haven Univ. of Penn.					4		
Mansfield Univ. of Penn.					4		
Millersville Univ. of Penn.					4		
Shippensburg Univ. of Penn.					4		
Slippery Rock Univ. of Penn.					4		
West Chester Univ. of Penn.					4		
Reading Area Community College	AFT	35	1974	1975	2	1	6/30/90
*Robert Morris College	AFT	121 ft	1974	1975	4	1	4/12/89
*Spring Garden College	AFT	50 ft	1979	1979	4	1	8/31/90
Temple University	AAUP/AFT	1,052 ft	1972	1973	4	3	6/30/90
Ambler Campus					4		
Philadelphia Campus					4		
Tyler Sch. of Art Campus					4		
Temple University Law School	Ind.	39 ft	1973	1973	4	1	1982 Salaries Only

PENNSYLVANIA (Cont'd.)

	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of Pittsburgh Medical School (See also "No Agent" Listing)	Ind.	831 f/pt	1976	---	4	1	
*University of Scranton	Ind.	225 ft	1974	1974	4	1	8/31/89
Westmoreland County Community College	NEA	65 ft	1972	1972	2	1	6/30/93
Williamsport Area Community College	NEA	158 ft	1971	1972	2	2	8/31/91
North Campus					2		
Natural Resources					2		

RHODE ISLAND

	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
*Bryant College	AFT	120 ft 140 pt	1967	1967	4	1	7/31/89
Community College of Rhode Island	NEA	309.5 f/pt	1972	1972	2	2	6/30/90
Lincoln Campus					2		
Warwick Campus					2		
Rhode Island College	AFT	375 ft	1972	1972	4	1	6/30/90
*Rhode Island School of Design	NEA	97 ft	1978	1979	4	1	6/30/87
o Adjunct	NEA	146 pt	1980		4	1	6/30/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
RHODE ISLAND (Cont'd.)							
*Roger Williams College	NEA	108 ft 44 pt	1972	1973	4	2	6/30/89
Bristol Campus					4		
Providence Branch					4		
University of Rhode Island	AAUP	688	1971	1972	4	1	6/30/90
SOUTH DAKOTA							
*National College of Business	NEA	40 ft	1976	1977	4	1	8/31/87
South Dakota Board of Regents System	NEA	1,250 ft	1977	1979	4	6	6/30/88
Black Hills St. Col.					4		
Dakota St. Col.					4		
Main Campus-Vermillion					4		
Northern St. Col.					4		
S.D. Sch. of Mines and Technol.					4		
S.D. State University					4		
VERMONT							
Vermont State Colleges	AFT	232	1973	1975	2/4	4	8/31/90
Castleton St. Col.					4		
Johnson St. Col.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Vermont State Colleges (Cont'd.)							
Lyndon St. Col.					4		
Vermont Tech. Col.					2		
o Adjunct Faculty	AFT	68	1987	---	2/4	4	

VIRGINIA

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Y*Marymount University	AAUP (NEA, 1975)	51 f/pt	1988	1975	4	1	8/31/87

WASHINGTON

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Bellevue Community College	NEA	350 ft	1972	1972	2	1	8/31/89
Big Bend Community College	WEA/NEA (Ind./NEA, 1965; AFT, 1975)	50	1980	1972	2	1	6/30/89
Centralia College[45]	AFT (NEA, 1968)	80 ft 124 pt	1986	1986	2	1[46]	6/30/89
Clark College	NEA (Ind.)	65	1974	1964	2	1	9/1/82
Columbia Basin Community College	WEA/NEA	37 f/pt	1972	1973	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont'd.)							
Edmonds Community College	AFT (Ind. 1969)	110 ft 300 pt	1975	1976	2	1[47]	6/30/88
Everett Community College	AFT (Ind. 1969)	114 ft 128 pt	1975	1976	2	1	6/30/90
Fort Steilacoom Community College	SEIU (NEA 1969)	96 ft 300 pt	1981	1969	2	1	9/1/88
Grays Harbor College	NEA	50	1968		2	1	Informal Agreement
Green River Community College	AFT/NEA	103 ft 120 pt	1972	1973	2	1	5/15/90
Highline Community College	NEA	131 ft 250 pt	1965	1969	2	1	8/30/89
Lower Columbia College	LCCFA (NEA, 1967)	82	1981	1972	2	1	6/30/90
Olympic College	NEA	94 ft 250 pt	1964		2	1	6/30/91
Peninsula College	NEA/WEA	43 ft 65 pt	1967	1980	2	1	6/30/89
Seattle Community College District VI	AFT	330	1968	1968	2	3	8/31/91
Central Campus					2		
North Campus					2		
South Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont'd.)							
Shoreline Community College	AFT (NEA, 1970)	302 f/pt	1974	1975	2	1	6/30/89
Skagit Valley College	NEA	88 ft 200 pt	1965	1969	2	2	6/30/89
Mount Vernon Campus					2		
Whidbey Campus					2		
South Puget Sound Community College[48]	AFT (NEA, 1968)	65 ft 125 pt	1986	1986	2	1	6/30/89
Spokane Falls Community College District XVII	NEA	350 ft 650 pt	1970	1977	2	2	8/31/88
Spokane C.C.					2		
Spokane Falls C.C.					2		
Tacoma Community College	AFT	81 ft 205 pt	1972	1973	2	1	6/19/88
University of Washington Nursing Staff	1199 NW (Ind.)	500	1985	1987	4	1	5/89
Nursing Staff	WA State Nursing Association	700	1972	1974	4	1	4/90
Walla Walla Community College	NEA	90	1968	1970	2	2	6/30/89
Portland Campus					2		
Walla Walla Col. Campus					2		
Wenatchee Valley College	NEA	58 ft 120 pt	1965	1975	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont'd.)							
Whatcom Community College	AFT	125 f/pt	1975	1976	2	1	8/31/89
Yakima Valley Community College	AFT (NEA 1971; AFT 1973)	375 f/pt	1978	1973	2	1	6/30/89
WISCONSIN							
Blackhawk Vocational Technical College	AFT/WFT	89	1972	1974	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont'd.)							
Chippewa Valley Tech. College[49]	WEA/NEA	188	1985	1969	2	3	6/30/91
Chippewa Falls Campus					2		
Menomonie Campus					2		
River Falls Campus					2		
Fox Valley Technical Institute	NEA	200	1968	1969	2	2	6/30/87
Fox Valley Tech. Inst.-Appleton					2		
Fox Valley Tech. Inst.-Oshkosh					2		
Gateway Technical College	WEA/NEA (AFT 1972)	250	1982	1973	2	4	6/30/89
Gateway Aviation Cntr.-Kenosha					2		
Gateway Tech.-Elkhorn					2		
Gateway Tech.-Kenosha					2		
Gateway Tech.-Racine					2		
Lakeshore Technical College	NEA/LEA	92 ft	1968	1968	2	1	6/30/89
Madison Area Vocational & Technical	AFT	375	1969	1969	2	5	6/30/89
Mad. Area Tech. Col.-Ft.Atkinson					2		
Mad. Area Tech. Col.-Madison					2		
Mad. Area Tech. Col.-Portage					2		
Mad. Area Tech. Col.-Reedsburg					2		
Mad. Area Tech. Col.-Watertown					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont'd.)							
Mid-State Technical College	NEA	87	1970	1970	2	3	8/23/89
Marshfield					2		
Stevens Point					2		
Wisconsin Rapids					2		
Milwaukee Area Technical College	AFT	600	1963	1967	2	4	6/30/89
Milwaukee Campus					2		
North Campus					2		
South Campus					2		
West Campus					2		
Moraine Park Technical Institute	AFT	140	1969	1969	2	3	6/30/89
Beaver Dam Campus					2		
Fond du Lac Campus					2		
West Bend Campus					2		
North Central Tech. Institute	NEA	138	1969	1969	2	2	6/30/87
Main Campus-Wausau					2		
Satellite-Antigo					2		
Northeast Wisconsin Technical College	NEA (AFT, 1967)	195	1972	1972	2	3	8/24/91
Green Bay Campus					2		
Marinette Campus					2		
Sturgeon Bay Campus					2		
*Northland College	Ind.	38 ft	1975	1979	4	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont'd.)							
Southwest Wisconsin Technical College	AFT	90 f/pt	1972	1978	2	1	6/30/89
University of Wisconsin-Madison Teaching, Prog. & Proj. Assts.	TAA/AFT [50]	2,400	1987	1988	4	1	6/30/89
Waukesha County Technical College	NEA	154 ft 105 pt	1967	1967	2	3	7/31/89
Menomonie Falls Campus					2		
Pewaukee (Main Campus)					2		
Waukesha Campus					2		
Western Wisconsin Technical Institute	AFT (Ind., 1976)	168	1976	1977	2	1	6/30/89
Wisconsin Indianhead VTAE District	AFT	138	1972	1972	2	4	6/30/89
Ashland Campus					2		
New Richmond Campus					2		
Rice Lake Campus					2		
Superior Campus					2		
GUAM							
University of Guam	GFT/AFT	185	1985	1976	4	1	1988

FOOTNOTES

[+] As long as a certificate of recognition is in effect, the institution is designated as having a bargaining agent, even if no collective bargaining has ever taken place. No distinction is made between agent elections and/or voluntary recognition.

[++] Three dashes (---) in this column indicate that no contract has been signed, according to available information.

[#] For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus, along with institutional self-reporting, was used. NCES defines branch campuses as those possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance.

[*] Private institution.

[**] First contract between parties.

[Y] College and universities that have exercised a *Yeshiva*-like claim.

ft indicates full-time, pt part-time.

1. Sources for this publication: communication with institutions, faculty organizations, *The Chronicle of Higher Education*, *Higher Education Daily*, and *Government Employee Relations Report*. Data on bargaining unit size, date of first contract and number of campuses have been obtained from the institutions and agents.

2. The University of Alaska, a statewide system of higher education, restructured itself from 15 separate accredited institutions (which included all the former Community Colleges) to four separate accredited institutions. The former community colleges, with the exception of Prince William Sound Community College, became extended colleges of one of the three new University centers.

3. The recognized bargaining agent, CTA/NEA defeated a decertification attempt by an Independent association, (1983).

4. Independent agent. Certification covers professional and non-professional librarians. No collective bargaining activity reported; union in inactive status.

5. Includes two educational centers.

6. Includes five off-campus locations.

7. Includes 7 campus centers: Alemany, Chinatown C.C. Center, C.C. Skills Center, Downtown Center, John Adams Community Center, John O'Connell C.C. Center and Mission C.C. Center.

8. Santa Clarita Community College District encompasses the College of the Canyons, listed in previous Directories.

9. Includes eight outreach centers.

10. Includes three satellite centers.

11. The only organized faculty bargaining unit is at the University of California at Santa Cruz.

12. See "No-Agent" listing.

13. Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organization into the United Faculty of Florida, Local 1847 of AFT (1979). In 1982, AFT dechartered UFF; UFF then affiliated with NEA.

14. Rejected decertification/opt out election (Sept. 1981).

15. Rejected decertification attempt (1978).

16. Chicago State, Eastern Illinois, Governors State, Northeastern Illinois, and Western Illinois bargain collectively as one unit.

17. Formerly Thornton Community College.

18. East St. Louis Community College and State Community College merged into State Community College of East St. Louis.

19. The recognized bargaining agent, AAUP/NEA, defeated a decertification attempt by the AFT (1979).

20. Rejected decertification attempt (1978).

21. The Board of Regents of Higher Education is comprised of the Massachusetts Community College System and Massachusetts State Colleges; they bargain as two separate units.

22. The recognized bargaining agent, MTA/NEA, defeated a decertification attempt by the AFT (1983).

23. See footnote 21.

24. University of Massachusetts-Amherst campus rejected decertification attempt (1980).

25. Includes the Miller-Searle Campus Center.

26. The University of Minnesota has 5 campuses: Twin Cities, Morris, Duluth, Crookston, Waseca. Twin Cities, Morris, and Duluth are 4-year institutions; Crookston and Waseca are 2-year institutions. Duluth and Waseca are the only unionized campuses and they bargain together as a unit.

27. Rejected decertification attempt (Jan. 1979).

28. Includes one campus center.

29. Includes the Kerney Campus Center.

30. Formerly Somerset County College.

31. Union College and Union County Technical Institute merged into Union County College. The AAUP, which had held agent status at Union College, defeated the NEA, the bargaining agent at Union County Technical Institute, for agent status at the newly organized institution. (Vote: AAUP-109, NEA-67).

32. Formerly Rutgers Medical School.

33. Includes five extension centers.

34. Associated Community College Faculties no longer independent union as of 8/31/78; individual locals voted to affiliate with either NYSUT/AFT or NYEA/NEA.

35. AAUP affiliated with PSC/AFT (February 1981).

36. The initial faculty agent was elected in 1967. In 1971, separate staff and adjunct bargaining agents were also elected. The three units were subsequently combined into one in 1972.

37. Includes the Capital District Educational Campus Center.

38. Adjunct faculty which had previously been designated a separate bargaining unit is included with the full-time faculty unit as of 1985.

39. United University Professions defeated challenge to agent status by NYEA (December 1978). Unit includes the faculty and non-teaching professionals.

40. Faculty at Kent State University voted to sever ties with NEA, while retaining affiliation with AAUP (1979).

41. Unit voted to disaffiliate with NEA (1985).

42. Includes Ross Island, Southeast and Stadium Campus Centers.

43. Includes thirty-seven sites.

44. APSCUF is the bargaining agent regardless of with whom they are affiliated.

45. Centralia College and South Puget Sound Community College, which had bargained separately had been merged into District XII. In 1988, legislation was passed separating the district.

46. Includes Garrett Heyns Educational Center.

47. Edmonds CC provides educational services for the State Dept. of Corrections. The unit does not differentiate among teaching assignments.

48. See footnote 45.

49. Formerly District I Technical Institute, and Area Vocational Technical & Adult Education District I.

50. University terminated voluntary structure agreement. Union challenged administration's action in state court. Court affirmed University's position. Enabling legislation for T.A.'s bargaining was passed in 1987.

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
CALIFORNIA							
Coast Community College	NEA	1,100	1979	1980	2	3	9/1/87
Coastline C.C.					2		
Golden West C.C.					2		
Orange Coast C.C.					2		
Rancho Santiago C.C. District[1]	NEA				2	1	6/30/88
*University of San Francisco	AFT	251	1981	1985	4	1	12/30/88
DISTRICT OF COLUMBIA							
American University	ELIFA	18	1982	1982	4	1	4/88
ILLINOIS							
Oakton Community College	NEA	65	1985	1987	2	1	8/10/90
MAINE							
University of Maine System	PATFA/AFT	302	1986	1988	4	7	8/31/89
Univ. of Maine					4		
Univ. of Maine - Augusta					4		
Univ. of Maine - Farmington					4		

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
University of Maine System (Cont'd.)							
Univ. of Maine - Fort Kent					4		
Univ. of Maine - Machias					4		
Univ. of Maine - Presque Isle					4		
Univ. of Southern Maine					4		

MASSACHUSETTS

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
*Berklee College of Music	AFT	54	1985	1986	4	1	6/1/89
Massachusetts Community College System[1]	NEA/MTA/MCCC	1,800	1987	---	2	17	
Berkshire C.C.					2		
Blue Hills C.C.					2		
Bristol C.C.					2		
Bunker Hill C.C.					2		
Cape Cod C.C.					2		
Greenfield C.C.					2		
Holyoke C.C.					2		
Mass. Bay C.C.					2		
Massasoit C.C.					2		
Middlesex C.C.					2		
Mt. Wachusett C.C.					2		
North Shore C.C.					2		
Northern Essex C.C.					2		
Quincy Jr. Col.					2		
Quinsigmond C.C.					2		
Roxbury C.C.					2		
Springfield Tech. C.C.					2		

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
MASSACHUSETTS (Cont'd.)							
Massachusetts State Colleges[1]	NEA/MTA	1,050 pt	1987	---	4	9	
Bridgewater St. Col.					4		
Fitchburg St. Col.					4		
Framingham St. Col.					4		
Mass. College of Art					4		
Mass. Maritime Academy					4		
North Adams St. Col.					4		
Salem St. Col.					4		
Westfield St. Col.					4		
Worcester St. Col.					4		
Southeastern Massachusetts University	AFT	40	1985	1986	4	1	6/30/89
MICHIGAN							
Northern Michigan University[2]	NEA	24	1980	1980	2	1	8/25/89
NEW JERSEY							
New Jersey State College System	AFT	144	1987	---	4	9	
Glassboro St. Col.					4		
Jersey City St. Col.					4		
Kean Col. of New Jersey					4		
Montclair St. Col.					4		
Ramapo Col. of New Jersey					4		

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
New Jersey State College System (Cont'd.)							
Stockton St. Col.					4		
Thomas A. Edison St. Col.					4		
Trenton St. Col.					4		
William Paterson Col. of NJ					4		
Rutgers State University of New Jersey	AAUP	450	1988	---	4	3	
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
NEW YORK							
Cornell University, ILR	NYSUT	200	1981	1981	4	3	8/31/89
Long Island Campus					4		
New York City Campus					4		
Westchester/Rockland Campus					4		
Dutchess Community College	NEA (NYSUT/AFT, 1985)	270	1987	1987	2	1	8/31/90
Long Island University, C.W. Post Center	CWA (NYEA/NEA, 1978)	1,000	1987	1979	4	1	10/31/90
Nassau Community College	NYSUT/AFT (AFA)	1,656	1974	1974	2	1	9/30/84

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
OREGON							
Chemeketa Community College	NEA/OEA	600	1984	1984	2	1	6/30/91
Mount Hood Community College	OEA	400	1982	1984	2	1	6/30/91
Portland Community College	OFT/AFT	787	1984	1986	2	3	9/14/91
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
Portland State University	AFT	200	1978	1979	4	1	6/30/89
PENNSYLVANIA							
Community College of Philadelphia	AFT	570	1978	1983	2	1	8/31/90
RHODE ISLAND							
Rhode Island School of Design	NEA	146	1980		4	1	6/30/87
VERMONT							
Vermont State Colleges	AFT	68	1987	---	2/4	4	

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
Vermont State Colleges (Cont'd.)							
Castleton St. Col.					4		
Johnson St. Col.					4		
Lyndon St. Col.					4		
Vermont Tech. Col.					2		

FOOTNOTES

1. Continuing Education Faculty

2. Skills Center Instructors

GRADUATE AND TEACHING ASSISTANT CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

GRADUATE AND TEACHING ASSISTANT CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
FLORIDA							
Florida State University System-Graduate Assistants United	UFF/FTP/NEA	3,300		1982	4	2	4/30/89
Univ. of Florida					4		
Univ. of S. Florida					4		
MICHIGAN							
University of Michigan	AFT	1,800	1976	1976	4	3	3/1/89
Ann Arbor					4		
Dearborn					4		
Flint					4		
NEW JERSEY							
Rutgers State University of New Jersey	AAUP	1,573 (TA/GA)	1970	1971	4	3	6/30/89
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
OREGON							
University of Oregon	AFT	1,000	1977	1978	4	1	6/30/89
WISCONSIN							
University of Wisconsin-Madison	TAA/AFT	2,400	1987	1988	4	1	6/30/89

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES*

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ALBERTA* **					
University of Alberta	CAUT[1]	2,034	1982		Annual
University of Athabasca	CAUT	97	1982		Annual
University of Calgary	CAUT	1,220	1982		6/30/89
University of Lethbridge	CAUT	237	1982		Annual
MANITOBA					
Brandon University	CAUT	184	1978	1978	3/31/91
Saint-Boniface	ACPU/MGEA	43	1983	1977	3/31/85
University of Manitoba	CAUT	1,170	1974	1975	3/31/90
University of Winnipeg	CAUT	244	1981	1982	3/31/90
NEW BRUNSWICK					
Universite de Moncton	ACPU	305	1976	1977	6/30/86

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
NEW BRUNSWICK (Cont'd.)					
Mount Allison University	CAUT	156	1982	1984	6/30/91
St. Thomas University	CAUT	60	1976	1977	6/30/90
Saint-Louis Maillet	ACPU	47	1972	1972	8/31/91
Shippagan	ACPU	22	1978	1978	6/30/92
University of New Brunswick	CAUT	555	1979	1980	6/30/91
NOVA SCOTIA					
Acadia University	CAUT	217	1976	1977	7/89
Dalhousie University	CAUT	700	1978	1978	6/30/90
Nova Scotia College of Art and Design	CAUT	37	1985	1985	6/30/90
Saint Mary's University	CAUT	200	1974	1974	8/31/91
o Professional Librarians	CAUT	7	1974	1974	8/31/88
Technical University of N.S.	CAUT	105	1980	1980	6/30/89
Universite Sainte-Anne	ACPU	24	1982	1980	6/30/89
University College of Cape Breton	CAUT	93	1975	1976	6/30/86

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ONTARIO					
Algoma University College	CAUT	28	1976	1980	6/30/91
Algonquin Community College	OPSEU[5]	795	1971	1971	8/31/89
Cambrian Community College	OPSEU	392	1971	1971	8/31/89
Canadore Community College	OPSEU	202	1971	1971	8/31/89
Carleton University	CAUT	636	1975	1975	4/30/91
Centennial Community College	OPSEU	506	1971	1971	8/31/89
Conestoga Community College	OPSEU	382	1971	1971	8/31/89
Confederation Community College	OPSEU	252	1971	1971	8/31/89
Durham Community College	OPSEU	231	1971	1971	8/31/89
Fanshawe Community College	OPSEU	609	1971	1971	8/31/89
George Brown Community College	OPSEU	783	1971	1971	8/31/89
Georgian Community College	OPSEU	324	1971	1971	8/31/89
Hearst University	ACPU	12	1982	1983	6/30/89
Humber Community College	OPSEU	660	1971	1971	8/31/89
Lakehead University	CAUT	273	1979	1981	6/30/90
o Professional Librarians	CAUT	11	1979	1981	6/30/90
Lambton Community College	OPSEU	161	1971	1971	8/31/89
Laurentian University	CAUT	265	1979	1980	6/30/89

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
ONTARIO (Cont'd.)					
Loyalist Community College	OPSEU	193	1971	1971	8/31/89
Mohawk Community College	OPSEU	609	1971	1971	8/31/89
Niagara Community College	OPSEU	307	1971	1971	8/31/89
Northern Community College	OPSEU	172	1971	1971	8/31/89
Ontario Institute for Studies in Education	CAUT	146	1977	1977	6/30/89
Ryerson Polytechnical Institute	None	590	1964	1966	7/1/89
St. Clair Community College	OPSEU	379	1971	1971	8/31/89
St. Lawrence Community College	OPSEU	388	1971	1971	8/31/89
Sault Community College	OPSEU	200	1971	1971	8/31/89
Seneca Community College	OPSEU	685	1971	1971	8/31/89
Sheridan Community College	OPSEU	553	1971	1971	8/31/89
Sir Sandford Fleming Community College	OPSEU	334	1971	1971	8/31/89
Trent University	CAUT	198	1980	1981	6/30/90
University of Ottawa	CAUT	931	1975	1976	4/30/90
University of Windsor	CAUT	515	1977	1976	6/30/90
York University	CAUT	1,000	1977	1976	4/30/89

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
QUEBEC					
Bishop's University	FAPUQ[2]/CAUT	90	1976	1976	12/31/89
Concordia University	FAPUQ/CAUT	885	1981	1981	5/31/89
Ecole Polytechnique	FAPUQ	194	1979	1979	5/30/85
Institut Armand Frappier	FAPUQ	36	1979	1980	3/31/89
Institut National de la Recherche Scientifique	CEQ[3]	55	1973	1973	11/30/89
Universite Laval	ACPU	1,235	1975	1977	5/30/88
Universite de Montreal	FAPUQ	1,200	1975	1975	5/31/91
Universite du Quebec a Chicoutimi	CEQ	210	1979	1979	2/28/89
Universite du Quebec a Hull	None	105	1980	1980	2/28/89
Universite du Quebec a Montreal	CSN[4]	900	1971	1971	2/28/89
Universite du Quebec dans l'Ouest	CEQ	58	1982	1982	2/28/89
Universite du Quebec a Rimouski	CSN	150	1973	1973	2/28/89
Universite du Quebec a Trois-Rivieres	FAPUQ/ACPU	300	1971	1971	2/28/89
Universite de Sherbrooke	FAPUQ	335	1974	1976	6/30/89

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration**
SASKATCHEWAN					
St. Thomas More College	CAUT	42	1977	1977	6/30/86
University of Regina	CAUT	550	1977	1977	6/30/89
o Admin./Tech./Support	CAUT	80	1978	1978	6/30/89
o Campion College	CAUT	12	1977	1977	6/30/89
o Luther College	CAUT	14	1977	1977	6/30/89
University of Saskatchewan	None	980	1977	1977	6/30/86
TOTAL FACULTY MEMBERS Under provisions of provincial labor legislation at Canadian Universities.		27,537 (excluding CSN and CEQ affiliates)			

SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES****

Institution	Affiliation	Bargaining Unit Size	Provisions
BRITISH COLUMBIA			
British Columbia	CAUT	1,741	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment."
Simon Fraser	CAUT	468	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
ONTARIO			
Toronto	CAUT	1,658	Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in arbitration.
Guelph	CAUT	543	Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.
PRINCE EDWARD ISLAND			
Prince Edward Island	CAUT	127	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement.

FOOTNOTES

[*] Information provided by Canadian Association of University Teachers, Ottawa. Most local associations have independent bargaining agent status. CAUT does not hold certificates.

Collective bargaining under provisions of provincial labor legislation.

[**] Contract expiration dates have been extended in several provinces by wage control legislation.

[***] Statutory recognition in 1982.

[****] Faculty association and Board of Governors engage in bargaining outside the scope of labor legislation.

1. Canadian Association of University Teachers/Association Canadienne des professeurs.

2. Federation des associations de professeurs des universites du Quebec.

3. Centrale de l'enseignement du Quebec.

4. Confederation des syndicats nationaux.

5. Ontario Public Service Employees Union.

SUMMARY OF ELECTIONS, UNITED STATES
JANUARY 1 - DECEMBER 31, 1988

SUMMARY OF ELECTIONS - 1988

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year College
City Colleges of Chicago (Professional Staff)	IL	182	AFT-114 No Agent-1	AFT	2
Lewis & Clark University	OR	75	AAUP No Agent	Votes Impounded by NLRB	4
Rutgers State University of New Jersey (Adjunct Faculty)	NJ	450	AAUP-308 No Agent- 77 Contested-30	AAUP	4
Southern Illinois University-Edwardsville (Administrative Professional)	IL	225	NEA AFT No Agent	Votes Impounded by ILRB	4
Western Michigan University (Language Association)	MI	6	AAUP-6 No Agent-0	AAUP	4
William Rainey Harper College (Professional Staff)	IL	90	AFT-44 No Agent-31	AFT	2

B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	New Agent	Former Agent	2/4 Year College
Colby Community College	KS	51	NEA/IND IND-6 No Agent-0	NEA/IND	IND	2
Marymount University	VA	51	AAUP-17 NEA-0	AAUP	NEA	4
New Jersey Institute of Technology	NJ	215	AAUP/IND-130 IND-46	AAUP/IND	IND	4
Palm Beach Community College	FL	194		UFF/NEA	AFT	2

C. CHALLENGE TO AGENT STATUS

No reported challenges to agent status whereby the existing agent maintained representation rights.

D. AGENTS DECERTIFIED

Institution	State	Unit Size	Vote	Agent Decertified	2/4 Year College
Y*University of Dubuque	IA	60	N/A	NEA	4

E. NO AGENT VOTES

Institution	State	Unit Size	Vote	Agent Defeated	2/4 Year College
Connecticut Tech. College (Adjunct Faculty)	CT	122	No Agent-46 AFT-35	AFT	2
Grand Valley State University	MI		No Agent-152 MEA-65 Challenged-4	MEA	4
Southern Illinois Univ.-Carbondale (Faculty)	IL	987	No Agent-588 NEA-224 AFT/AAUP-175	NEA, AFT/AAUP	4
Southern Illinois Univ.-Carbondale (Administrative Professional Staff)	IL	225	No Agent-121 NEA-74 AFT/AAUP-30	NEA, AFT/AAUP	4

E. NO AGENT VOTES - (Continued)

Institution	State	Unit Size	Vote	Agent Defeated	2/4 Year College
Southern Illinois Univ.-Edwardsville (Faculty)	IL	482	No Agent-189 NEA-128 AFT/AAUP-123 Challenged-11	Still Pending	4
Southern Illinois Univ.-Edwardsville (Dental School)	IL	42	No-Agent-27 NEA-15 AFT/AAUP-0	NEA, AFT/AAUP	4

F. FIRST CONTRACTS SIGNED IN 1988

Institution	State	Unit Size	Agent	Contract Expiration	2/4 Year College
Hocking Technical College	OH	51	OEA/NEA	12/31/90	2
Sangamon State University	IL	163	AFT	6/30/89	4
University of Maine System (Adjunct Faculty)	ME	302	PATFA/AFT	8/31/89	4
University of Wisconsin-Madison (Teaching, Prog. & Proj. Assts.)	WI	2400	TAA/AFT	6/30/89	4

STATISTICAL ANALYSIS

"HOW WE COUNT"

Due to the peculiarities of the demographics of collective bargaining in higher education, we continue to receive queries as to the methods we employ to "count". Set forth below are several explanations as to our "counting" process which, we hope, will be of value to the reader.

1. INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (University of Montana), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent and/or one contract. The current volume of the Directory shows 476 agents in institutions involved in faculty collective bargaining. However, this figure embraces 1027 campuses. In the example of SUNY, although there are 30 campuses, for the purposes of the Directory this is tabulated as one institution, one agent and 30 campuses.

2. CAMPUSES: To present another demographic perspective, we also have included a campus "count". Campuses are defined in accordance with the National Cener for Education Statistics measure as having the following characteristics: a permanent administration, offer programs at least two years in length, and are located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 30 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc., however, all are covered by a single agreement. Our own college, Baruch, is one of the 19 campuses included in CUNY and while reflected in the campus count is subsumed under CUNY in the institution count.

3. TWO YEAR/FOUR YEAR: Those institutions that contain two- and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count. For example, Queensborough Community College is shown as a unionized two-year campus but its collective bargaining agreement status is subsumed as one of the 19 campuses under one institution, CUNY.

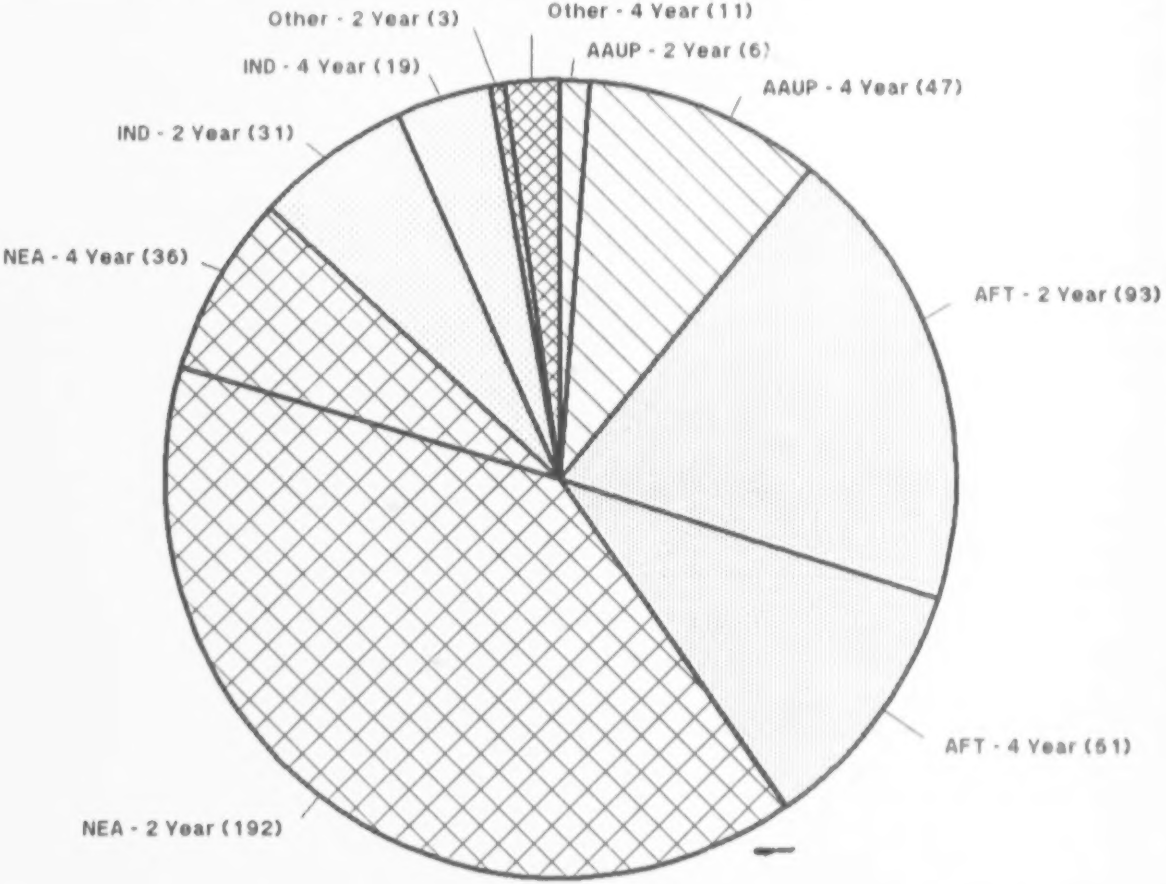
TABLE ONE

RECOGNIZED FACULTY BARGAINING AGENTS -- PUBLIC AND PRIVATE
1989

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	23	27	23	6	3	0	2	1	1	1	2	1	5	95
INSTITUTIONS	2	3	87	187	28	1	1	0	0	1	0	0	2	1	311
	TOTAL	26	114	210	34	4	1	2	1	2	1	2	3	6	N=406
PRIVATE	4	17	19	10	8	0	0	0	1	1	0	0	0	3	59
INSTITUTIONS	2	1	4	4	2	0	0	0	0	0	0	0	0	0	11
	TOTAL	18	23	14	10	0	0	0	1	1	0	0	0	3	N=70
SUMMARY OF RECOGNIZED	4	40	46	33	14	3	0	2	2	2	1	2	1	8	154
AGENTS	2	4	91	191	30	1	1	0	0	1	0	0	2	1	322
	TOTAL	44	137	224	44	4	1	2	2	3	1	2	3	9	N=476

Table Two

Recognized Faculty Bargaining Agents in Two- and Four-Year Institutions, 1989



Dual agent affiliation membership status credited to both institutions

TABLE THREE

FACULTY COLLECTIVE BARGAINING AGREEMENTS
1989

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	20	24	22	4	3	0	2	1	1	1	2	1	5	86
INSTITUTIONS	2	3	83	183	27	1	1	0	0	1	0	0	2	1	302
TOTAL		23	107	205	31	4	1	2	1	2	1	2	3	6	N=388
PRIVATE	4	17	19	8	6	0	0	0	1	1	0	0	0	2	54
INSTITUTIONS	2	1	4	4	2	0	0	0	0	0	0	0	0	0	11
TOTAL		18	23	12	8	0	0	0	1	1	0	0	0	2	N=55
SUMMARY OF BARGAINING	4	37	43	30	10	3	0	2	2	2	1	2	1	7	140
AGREEMENTS	2	4	87	187	29	1	1	0	0	1	0	0	2	1	313
TOTAL		41	130	217	39	4	1	2	2	3	1	2	3	8	N=453

TABLE FOUR

ANALYSIS OF BARGAINING AGENTS & COLLECTIVE BARGAINING AGREEMENTS

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
RECOGNIZED AGENTS	4	40	46	33	14	3	0	2	2	2	1	2	1	8	154
	2	4	91	191	30	1	1	0	0	1	0	0	2	1	322
	TOTAL	44	137	224	44	4	1	2	2	3	1	2	3	9	N=476
COLLECTIVE BARGAINING AGREEMENTS	4	37	43	30	10	3	0	2	2	2	1	2	1	7	140
	2	4	87	187	29	1	1	0	0	1	0	0	2	1	313
	TOTAL	41	130	217	39	4	1	2	2	3	1	2	3	8	N=453
BARGAINING UNITS WITHOUT AGREEMENTS		3	7	7	5	0	0	0	0	0	0	0	0	1	N=23

Table Five

Faculty Bargaining Agents and Collective Bargaining Agreements (CBA's) Public and Private Institutions, 1974-1988

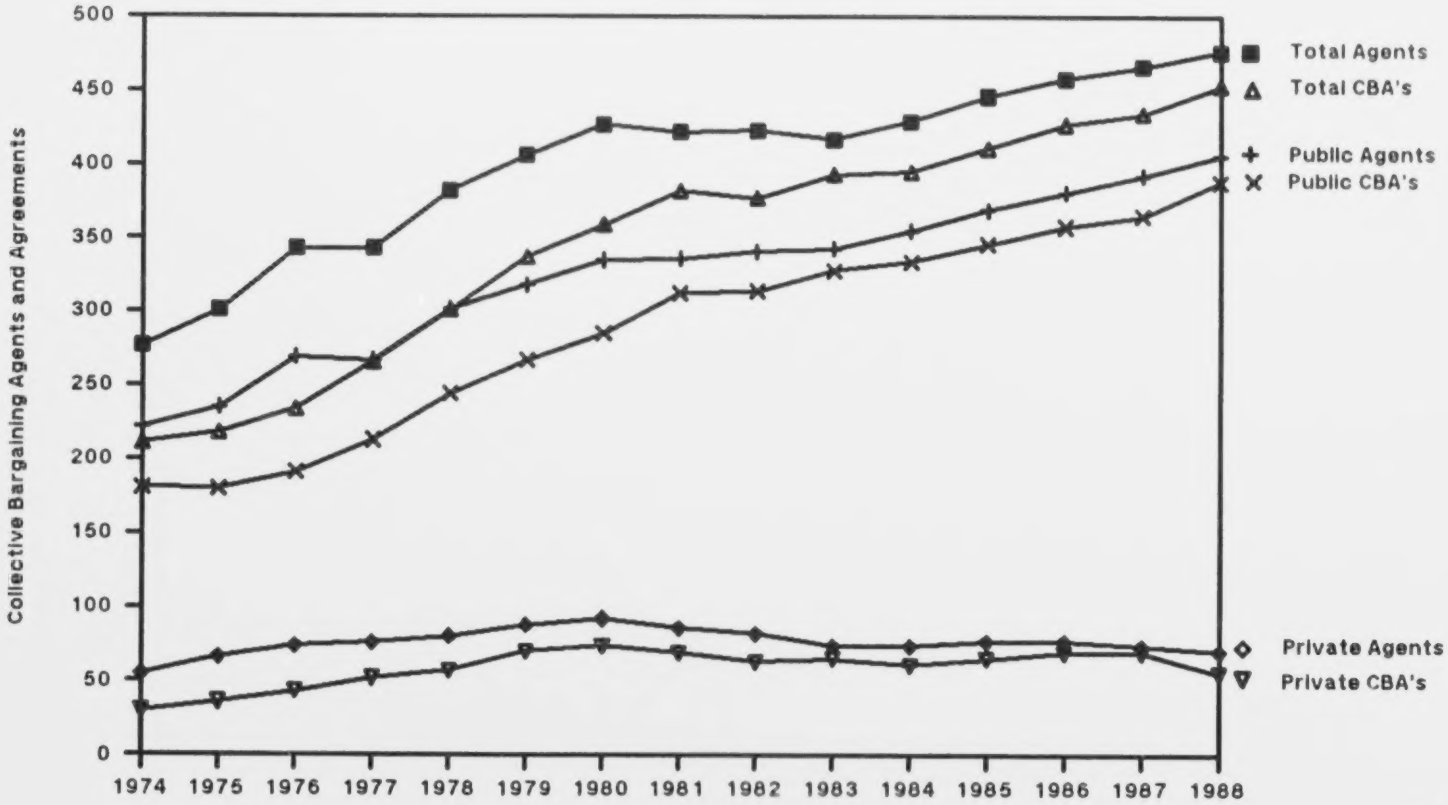


Table Six

Faculty Bargaining Agents and Collective Bargaining Agreements in Two- and Four-Year Institutions, 1974-1988

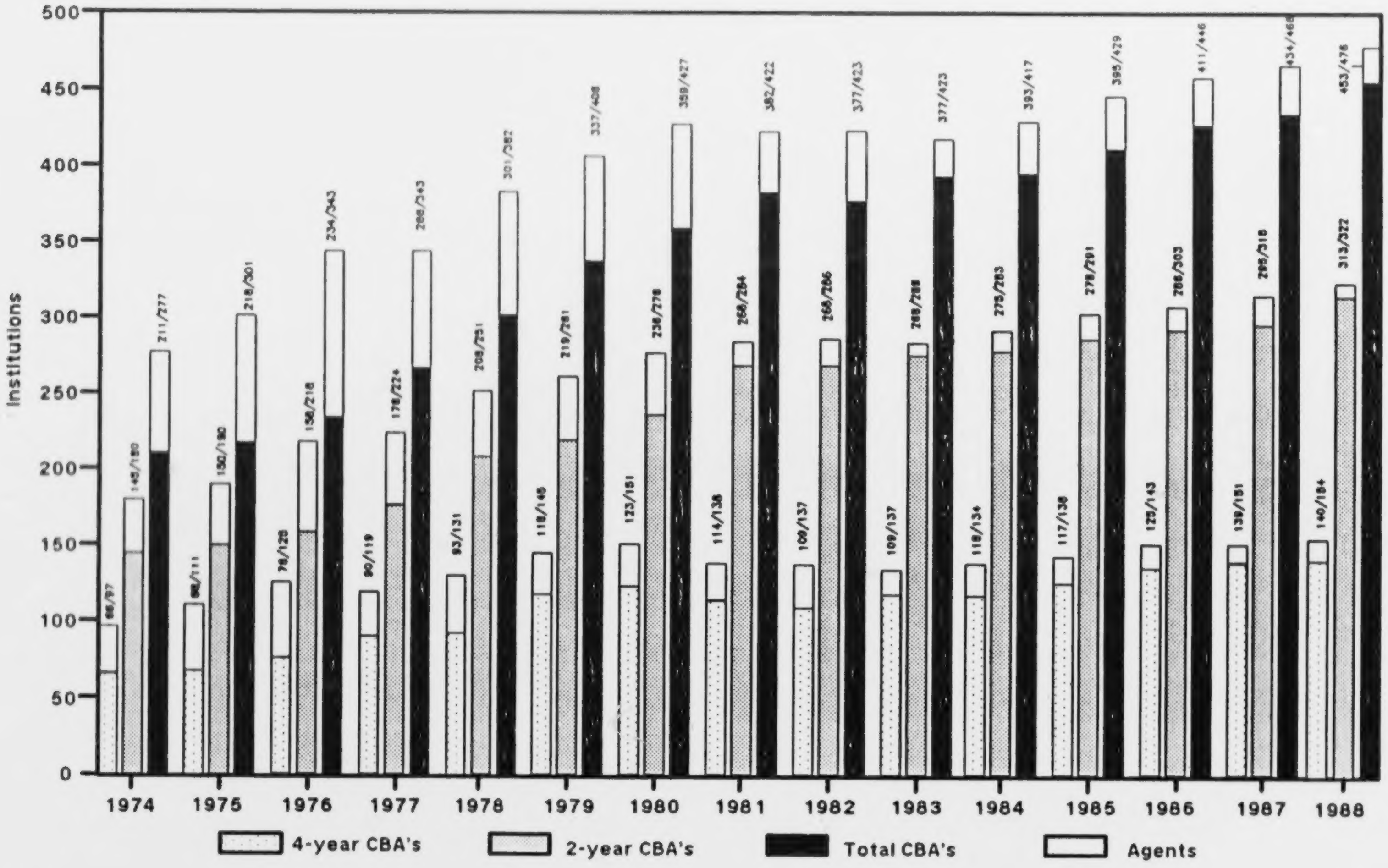


TABLE SEVEN[1]

FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS IN PUBLIC AND PRIVATE, TWO- AND FOUR-YEAR INSTITUTIONS 1989

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	19,007	38,873	20,880	1,773	17,613	0	24,429	1,605	350	550	110	279	7,606	133,075
	2	846	34,369	39,183	8,916	110	223	0	0	950	0	0	137	396	85,130
TOTAL		19,853	73,242	60,063	10,689	17,723	223	24,429	1,605	1,300	550	110	416	8,002	218,205
PRIVATE	4	3,073	2,628	826	415	0	0	0	35	858	0	0	0	41	7,876
	2	180	364	93	157	0	0	0	0	0	0	0	0	0	794
TOTAL		3,253	2,992	919	572	0	0	0	35	858	0	0	0	41	8,670
SUMMARY OF UNIT SIZE	4	22,080	41,501	21,706	2,188	17,613	0	24,429	1,640	1,208	550	110	279	7,647	140,951
	2	1,026	34,733	39,276	9,073	110	223	0	0	950	0	0	137	396	85,924
TOTAL		23,106	76,234	60,982	11,261	17,723	223	24,429	1,640	2,158	550	110	416	8,043	226,875

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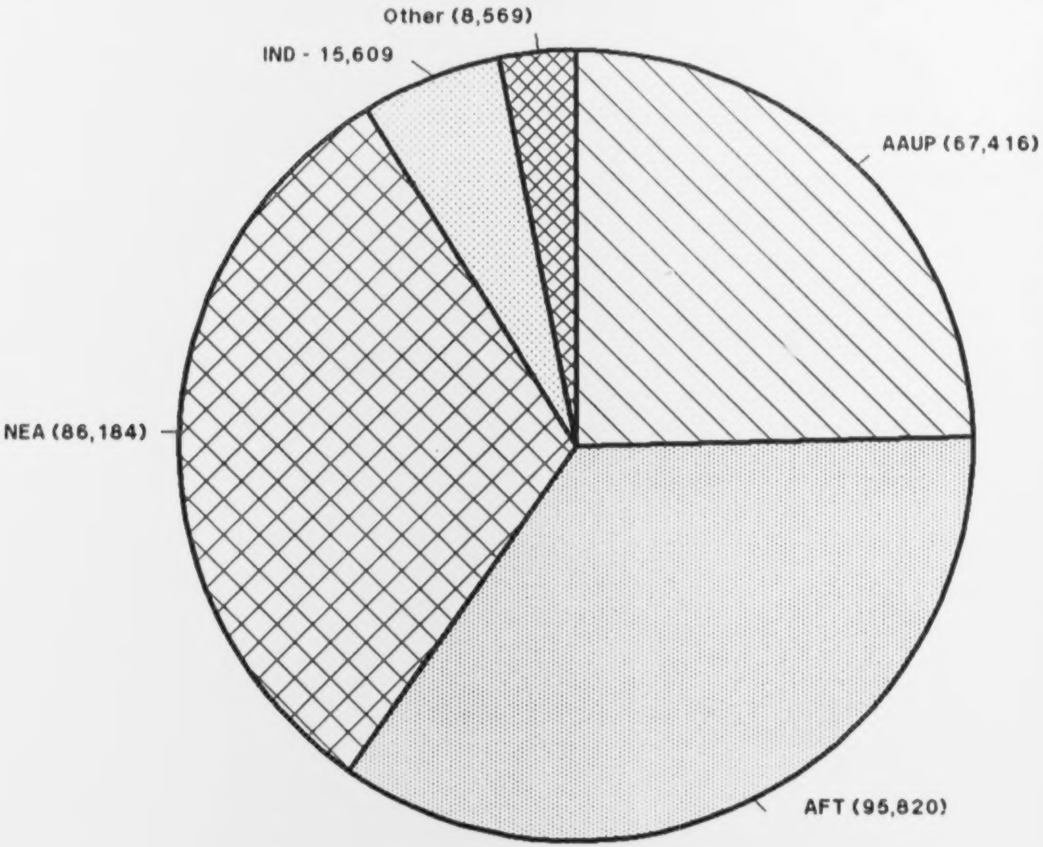
[1] Represents both full-time and part-time faculty members included in certified bargaining units. No distinction is made with respect to union membership.

Table Eight

Faculty Represented by Certified Bargaining Agents, 1989



Dual agent affiliation membership status credited to both organizations

TABLE NINE

CAMPUSES REPRESENTED BY RECOGNIZED FACULTY BARGAINING AGENTS - PUBLIC AND PRIVATE
1989

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC INSTITUTIONS	4	38	120	74	24	15	0	22	19	1	1	2	4	31	351
	2	18	163	328	43	11	1	6	0	12	0	0	8	1	591
	TOTAL	56	283	402	67	26	1	28	19	13	1	2	12	32	N=942
PRIVATE INSTITUTIONS	4	19	21	11	8	0	0	0	1	2	0	0	0	8	70
	2	4	5	4	2	0	0	0	0	0	0	0	0	0	15
	TOTAL	23	26	15	10	0	0	0	1	2	0	0	0	8	85
SUMMARY	4	57	141	85	32	15	0	22	20	3	1	2	4	39	421
	2	22	168	332	45	11	1	6	0	12	0	0	8	1	606
	TOTAL	79	309	417	77	26	1	28	20	15	1	2	12	40	N=1,027

Table Ten
The Distribution of Faculty Unionization by Two- and Four-Year Campuses, 1989

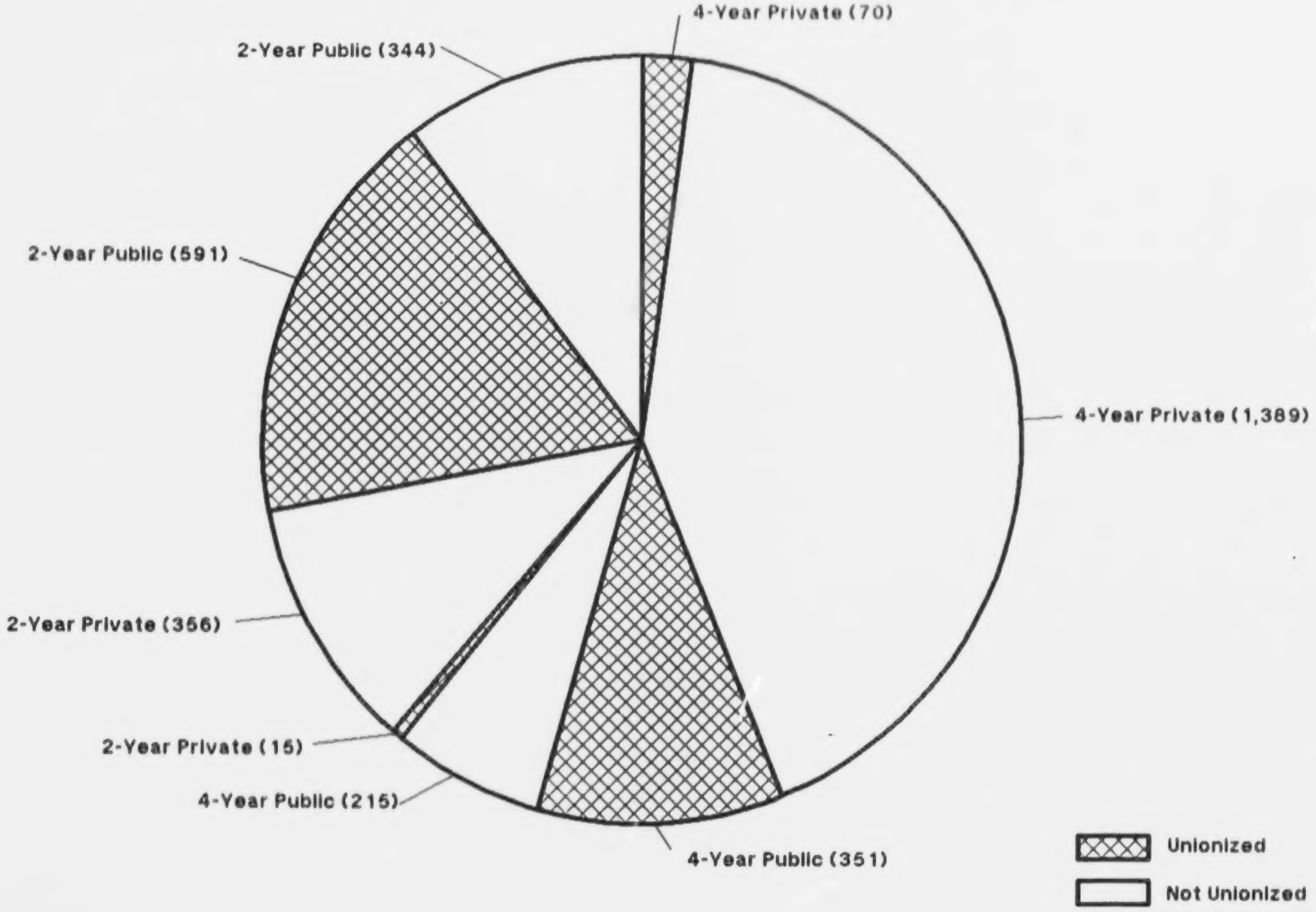
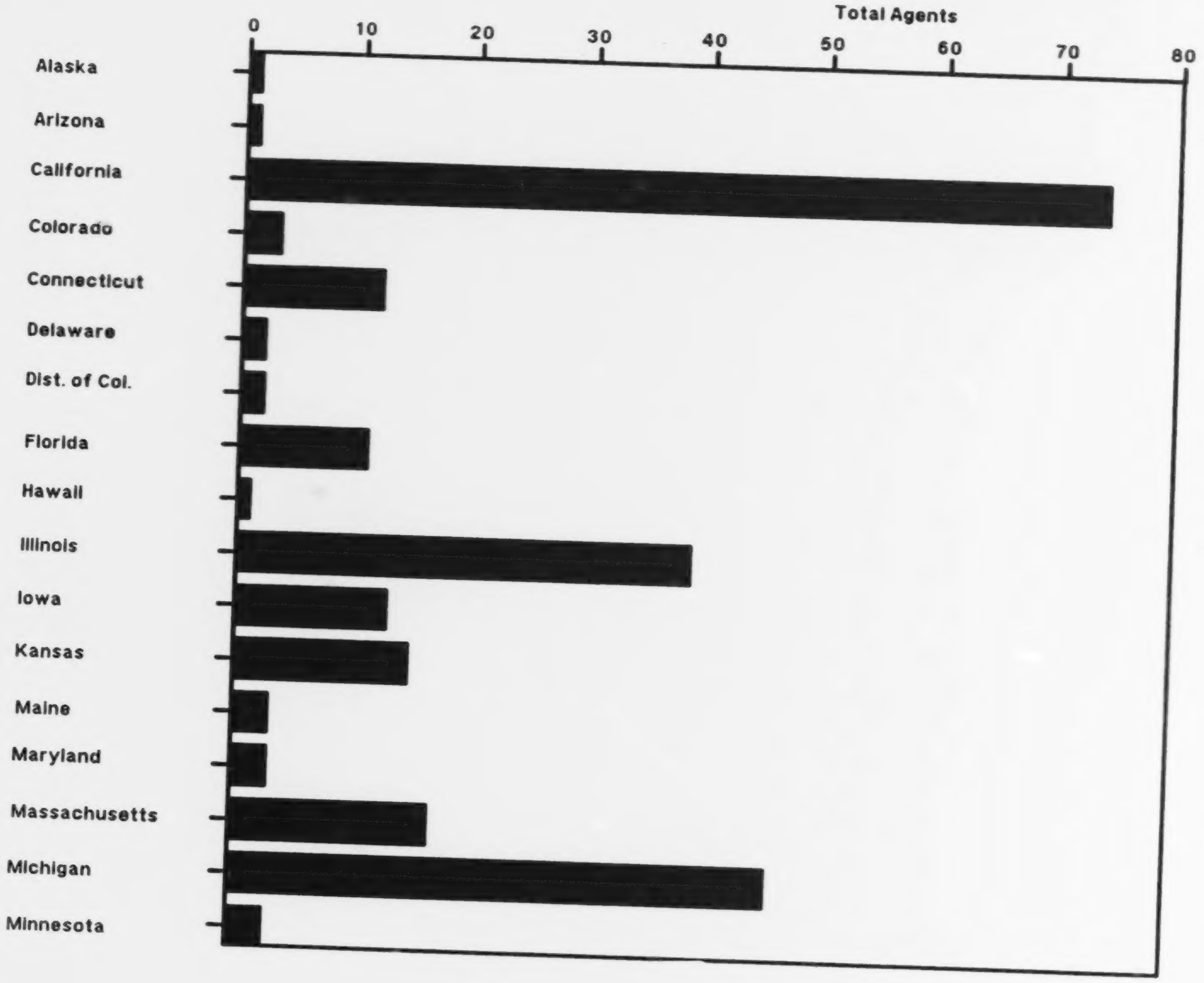
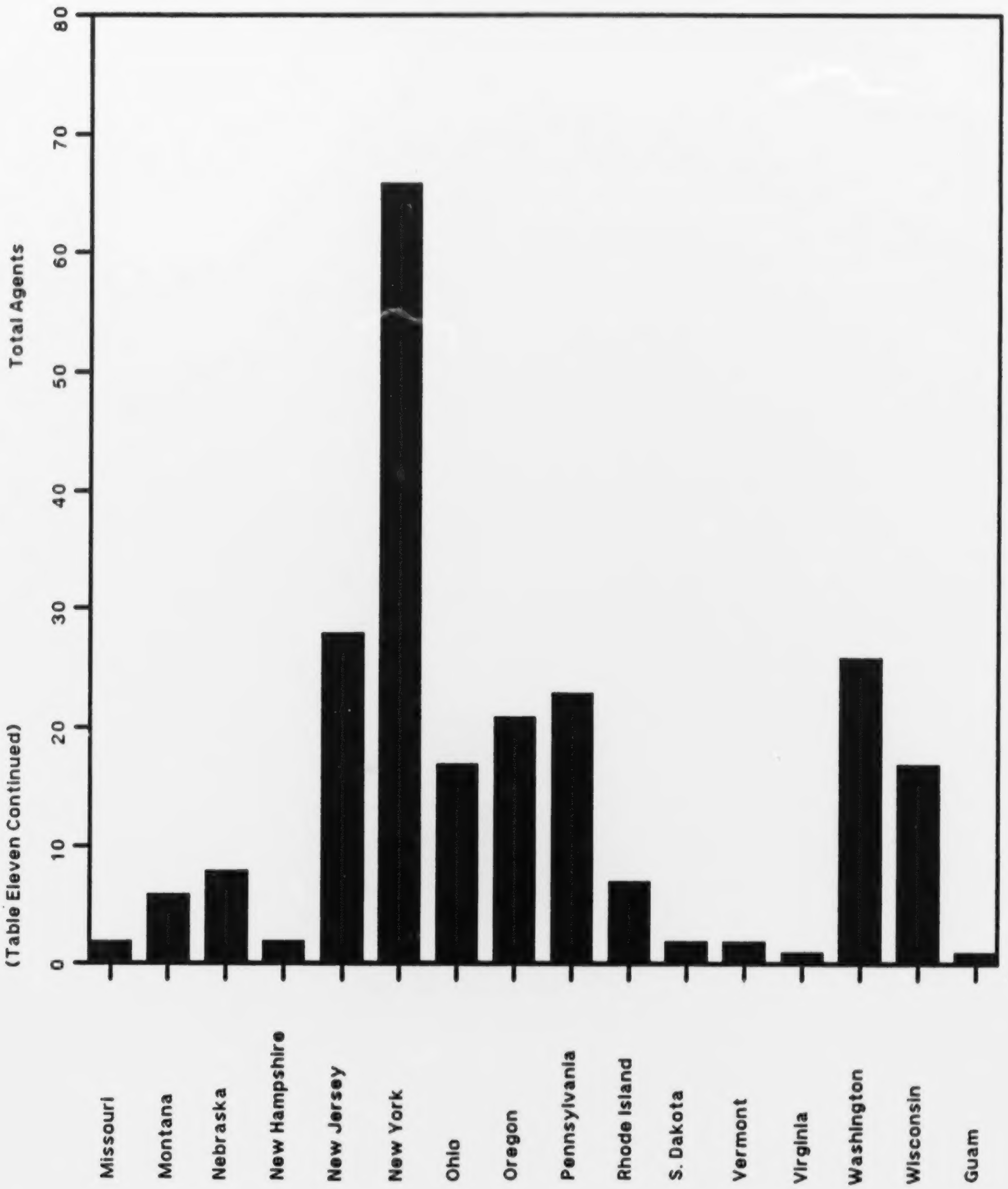


Table Eleven

Geographic Distribution of Faculty Bargaining Agents, 1989




(Table Eleven Continued)
Total Agents
0
10
20
30
40
50
60
70
80
Missouri
Montana
Nebraska
New Hampshire
New Jersey
New York
Ohio
Oregon
Pennsylvania
Rhode Island
S. Dakota
Vermont
Virginia
Washington
Wisconsin
Guam

205

TABLE TWELVE

GEOGRAPHIC DISTRIBUTION OF BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS (CBA) IN TWO- AND FOUR-YEAR INSTITUTIONS 1989

State	4-Year Agents/CBA		2-Year Agents/CBA		Total Agents/CBA	
Alaska	0	0	1	1	1	1
Arizona	0	0	1	1	1	1
California	12	11	62	60	74	71
Colorado	2	1	1	0	3	1
Connecticut	9	9	4	4	13	13
Delaware	2	2	0	0	2	2
District of Columbia	2	3	0	0	2	2
Florida	3	2	8	8	11	10
Hawaii	1	1	0	0	1	1
Illinois	2	2	37	33	39	35
Iowa	1	1	12	12	13	13
Kansas	1	1	14	14	15	15
Maine	2	2	1	1	3	3
Maryland	1	0	2	2	3	2
Massachusetts	12	11	5	4	17	15
Michigan	18	16	28	28	46	43
Minnesota	2	2	1	1	3	3
Missouri	1	1	1	1	2	2
Montana	4	4	2	2	6	6
Nebraska	3	2	5	5	8	7
New Hampshire	2	2	0	0	2	2
New Jersey	10	8	18	17	28	25
New York	25	23	41	41	66	64
Ohio	8	8	9	9	17	17
Oregon	6	6	15	15	21	21
Pennsylvania	9	8	14	14	23	22
Rhode Island	6	6	1	1	7	7
South Dakota	2	2	0	0	2	2
Vermont	2	1	0	0	2	1
Virginia	1	1	0	0	1	1
Washington	2	2	24	24	26	26
Wisconsin	2	2	15	15	17	17
Guam	1	1	0	0	1	1
TOTAL	154	140	322	313	476	453

TABLE THIRTEEN

SUMMARY OF DECERTIFICATIONS[1]

Year	Institution	State	2/4	Unit Size	Agent	Year Agent Elected
1976	*New England College	NH	4		AFT	
1977	*Jamestown College	ND	4		NEA	
1980	Delaware Technical & CC	DE	2	230	NEA	1974
1980(Y)[2]	*Catholic Univ. of America Law School	DC	Grad.	22	Ind.	1977
1980(Y)	*Yeshiva University	NY	4	200	Ind.	1976
1981(W)	*Goddard College	VT	4	10	AFT	1975
1981(Y)(W)[3]	*Mount Vernon College	DC	4	25	AAUP	1977
1981(Y)	*Salem College	WV	4	64	NEA	1979
1981(W)	Southwestern Michigan Coll.	MI	2	35	NEA	1969
1981(Y)	*University of Albuquerque	NM	4		AFT	1982
1982(Y)(W)	*Ashland College	OH	4	82	AAUP	1972
1982(Y)(W)	*Curry College	MA	4	95	AAUP	1979
1982(Y)(W)	*Daemen College	NY	4	80	AAUP	1979
1982(Y)(W)	*Drury College	MO	4	60	AAUP	1979
1982(Y)	*College of Osteopathic Medicine & Surgery	IA	4	65	AFT	1975
1982(Y)	*Ithaca College	NY	4	--	AFT	1978
1982(Y)	*Stevens Institute of Tech.	NJ	4	109	AAUP	1976
1982(Y)	*Thiel College	PA	4	63	AAUP	----
1982(Y)	*Wagner College	NY	4	105	AFT	1979
1983(Y)	*Ohio Northern University	OH	4	145	NEA	1979
1983(Y)	*Seton Hall University	NJ	4	350	AFT	1982
1983(Y)	*Stephens College	MO	4	120	AFT	1979
1983(Y)	*University of New Haven	CT	4	130	AFT	1979
1984(Y)	*Boston University	MA	4	860	AAUP	1975
1984(Y)	*Polytechnic Institute of NY	NY	4	220	AAUP	1971
1985(Y)	*Lewis University	IL	4	97	Ind.	1975
1985(W)	*Cottey College	MO	2	30	AFT	1976
1987	*U. of Dubuque Seminary	IA	2	13	NEA	1973
1987(Y)	*Curry College	MA	4	89	AAUP	1979
1987(Y)	*Fairleigh Dickinson Univ.	NJ	2/4	495	AAUP	1974
1987(W)	Rutgers Univ. (Part-time)	NJ	4	80	Ind.	1978
1987	Lansing C.C. (Admin. Assn.)	MI	2	60	Ind.	1977
1988(Y)	*U. of Dubuque	IA	4	60	NEA	1973

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[1] For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified agent to "No-Agent" or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative." Those instances in which the certified agent was challenged by a competing organization and subsequently lost its certificate are not considered technical decertifications and are listed under "Change in Agent Status."

[2] Y - Results of Yeshiva litigation.

[3] W - Union voluntarily withdrew its certification.

TABLE FOURTEEN

ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

Institution	State	Unit Size	Agent/Status	Year Agent Elected
Adrian College	MI	56	NEA-NM[1]	'75
American International College	MA	--	AAUP-M[1]	--
American Univ. English Lang. Institute	DC	37	ELIFA-NM	'82
Ashland College	OH	82	AAUP-D,W[1]	'72
Boston University	MA	860	AAUP-D,M	'75
Bradford College	MA	29	IBT-NM,NA[1]	'82
Catholic Univ. of America Law School	DC	22	IND-D,M	'77
College of Osteopathic Medicine	IA	65	AFT-D,M	'76
College of Saint Theresa	MN	--	IND-W	--
Cooper Union	NY	55	AFT-NM	'74
Curry College	MA	95	AAUP-D,W	'79
Daemen College	NY	80	AAUP-D,W	'79
Dean Academy and Junior College	MA	--	AFT-M	--
Drury College	MO	60	AAUP-D,W	'79
Duquesne Univ. Law School	PA	26	IND-M	--
Fairleigh Dickinson University	NJ	495	AAUP-D,M	'74
Florida Memorial College	FL	40	UFF/AFT-NM	'79
Ithaca College	NY	--	NYSUT/AFT-D,M	'78
Kendall School of Design	MI	50	NEA-NM	'74
Lewis & Clark Community College	OR	75	AAUP-NM,AP[1]	'79
Lewis University	IL	97	IND-D,M	'75
Livingstone College	NC	77	AFT-M	--
Long Island Univ.-Brooklyn	NY	250	AFT-W	'76
Long Island Univ.-C.W. Post	NY	350	AFT-W	'76
Long Island Univ.-Coll. of Pharmacy	NY	25	AAUP-W	'78
Long Island Univ.-Southampton	NY	72	AFT-W	'76
Loretto Heights College	CO	100	NEA-NM-Closed '88	'72
Marymount College of Virginia	VA	51	NEA-NM	'75
Milton College	WI	35	AFT-Closed '82	'79
Montefiore Hosp./Medical Center	NY	--	NYSFPD-NA,W	--
Mount Allison University	CAN	122	CAUT-NM	'82
Mount Vernon College	DC	25	AAUP-DW	'77
Nasson College	ME	30	AFT-Closed '82	'77
New York Medical College	NY	--	AFT-NM,NA	--
Ohio Northern University	OH	145	NEA-D,M	'79
Parsons School of Design	NY	--	AFT-NM,NA	--
Polytechnic Institute of NY	NY	220	AAUP-D,M	'71
Pratt Institute of NY	NY	470	AFT-NM	'71
Puerto Rico Jr. College	PR	--	IND-NM	'75
Rio Grande College	OH	76	IND-W	'76
Saint Joseph College	ME	27	NEA-NM,AP	--
Salem College	WV	64	NEA-D,M	'79
Seattle University	WA	--	AAUP-W	--
Seton Hall University	NJ	350	AFT-D,M	'82
Simon's Rock of Bard College	MA	27	AAUP-W	'84

TABLE FOURTEEN (Continued)

Institution	State	Unit Size	Agent/Status	Year Agent Elected
ROSTER OF INSTITUTIONS (Cont'd.)				
Southern Oregon State College	OR	193	IND-NM	'73
Stephens College	MO	120	AFT-D,M	'79
Stephens Inst./Acad. of Art Coll.	CA	--	IND-NM	'76
Stevens Institute of Technology	NJ	109	AAUP-D,M	'76
Thiel College	PA	63	AAUP-D,M	--
University of Alaska	AK	--	NEA[2]	'82
University of Albuquerque	NM	92	AFT-D,M	--
University Central De Bayamon	PR	--	UPU-NM	--
University of Dubuque	IA	46	NEA-D,M	'73
University of New Haven	CT	130	AFT-D,M	'76
University of Pittsburgh	PA	1250	AAUP/AFT-M,AP	--
Villanova University	PA	--	AAUP-W	--
Wagner College	NY	105	AFT-D,M	'79
Witchita State University	KS	--	KEA[3]	--
Wilberforce University	OH	49	AAUP-NM	'79
Wordsworth Academy	PA	--	AFT-NM	--
Yeshiva University	NY	200	IND-D,M	'76

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1. AP= Appeal Pending
D= Decertified
M= Managerial
NA= "No Agent" Elected
NM= Nonmanagerial
W= Agent Withdrew, Voluntary Resolution

2. Public sector claim. ALRA held Yeshiva not applicable to the University of Alaska and further "...that if the faculty were to be considered managers... they would be entitled to a manager's unit or similarly designated unit." See Case no. UA-80-2 (1981).

3. Public sector claim. Kansas PERB held Yeshiva not applicable and found faculty at Wichita State University nonmanagerial. PERB ordered the designation of an appropriate bargaining unit as recommended by the hearing officer. See Case no. 75-UD-01-1980 (Kansas PERB (1981)).

TABLE FIFTEEN

COLLEGE CLOSINGS[1]

Institution	State	Agent	Unit Size	2/4 Year	Closing Date
*Antioch School of Law[2]	DC	AFT	16	3	1988
*Central YMCA Community College	IL	AFT	80	2	1983
*Colorado Women's College	CO	AAUP	42	4	1982
*Detroit Institute of Technology	MI	NEA	34	4	1981
*Loretto Heights College	CO	NEA	80	4	1988
*Milton College	WI	AFT	35	4	1982
*Nasson College	ME	AFT	30	4	1983
*Shaw College at Detroit[3]	MI	NEA	37	4	1983
Springfield Campus - University of South Dakota	SD	NEA	--	4	1984

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[1] Institution previously cited in the Directory as having negotiated collective bargaining agreements.

[2] Antioch School of Law was subsumed by University of the District of Columbia Law School.

[3] U. S. Bankruptcy Court judge orders permanent closing of institution. (March, 1984)

TABLE SIXTEEN

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION[1]

STATE	Date of Legislation or Amendment
Alaska	1972
Arizona	Governing Boards[2]
California	1975 (2 yr.); 1978 (4 yr.)
Connecticut	1975
Delaware	1970
District of Columbia	1978[3]
Florida	1974
Hawaii	1970 (amend. 1975)
Illinois	1983
Iowa	1974
Kansas	1970 (2 yr.) (amend. 1974)
Maine	1974 (2 yr. voc. tech.) (amend. 1975) 1975 (all other)
Maryland	Governing Boards
Massachusetts	1974
Michigan	1973 (amend. 1976)
Minnesota	1971 (amend. 1976, 1980)
Montana	1973 (amend. 1975)
Nebraska	1972
Nevada	Governing Boards
New Hampshire	1975
New Jersey	1974 (amend.)
New York	1967
Ohio	1983
Oregon	1963 (2 yr.) (amend. 1975)
Pennsylvania	1970
Rhode Island	1958 (amend. 1973)
South Dakota	1969 (amend. 1974)
Vermont	1972 (amend. 1975)
Washington	1973 (2 yr.) 1987 (2 yr.)[4]
Wisconsin	1966 (2 yr.) (amend. 1974) (T.A.'s 1985)

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[1] Public institutions only. Authority to engage in collective bargaining has existed since 1970 in private institutions under the National Labor Relations Act. See Introduction for discussion of pending legislation.

[2] No legislation. Governing Boards enacted policy enabling collective bargaining at institution. Not general for state institutions of higher education as a whole.

[3] Prior to 1978, Governing Boards policy enabled collective bargaining.

[4] The 1973 legislation was a "meet and confer" ruling. The 1987 bill authorizes collective bargaining.

TABLE SEVENTEEN

BARGAINING AGENTS CITED IN THIS DIRECTORY

AAUP	American Association of University Professors
ACA	Association of College Administrators
ACCF	Associated Community College Faculties
ACE	Association of Certified Educators
ACPU	Association Canadian des Professeur's d'Universite
AEA	Arizona Education Association
AFA	Adjunct Faculty Association
AFGE	American Federation of Government Employees
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
APA	Association of Professional Administrators
APSCUF	Association of Pennsylvania State College and University Faculties
CAUT	Canadian Association of University Teachers
CCCC	Congress of Connecticut Community Colleges
CCCEA	Central Community College Education Association
CCCTU	Cook County College Teachers Union
CEQ	Centrale de l'Enseignement du Quebec
CFA	California Faculty Association
CFT	California Federation of Teachers
CNA	California Nurses Association
CSEA	California State Employees Association
CSN	Confederation des Syndicats Nationaux
CTA	California Teachers Association
CWA	Communication Workers of America
ECCFF	Edison Community College Faculty Federation
ELIFA	English Language Institute Faculty Association
FAC	Florida Academic Congress
FAPUQ	Federations des Associations de Professeurs des Universities du Quebec
FSCAPE	Fort Scott College Association of Professionals Employees
FTP	Florida Teaching Profession
FUSA	Faculty United Service Association
GFT	Guam Federation of Teachers
IBT	International Brotherhood of Teamsters
IEA	Illinois Education Association
IFO	Inter-Faculty Organization
IFT	Illinois Federation of Teachers
IND	Independent
KEA	Kansas Education Association
LCCFA	Lower Columbia College Faculty Association
MCCC	Massachusetts Community College Council
MCCFA	Minnesota Community College Faculty Association
MEA	Michigan Education Association
MEA	Minnesota Education Association
MFT	Michigan Federation of Teachers
MGEA	Manitoba Government Employees Association
MSP	Massachusetts Society of Professors
MTA	Maine Teachers Association
MTA	Massachusetts Teachers Association

BARGAINING AGENTS (cont'd.)

NCCFT	Nassau Community College Federation of Teachers
NEA	National Education Association
NJEA	New Jersey Education Association
NYEA	New York Educator's Association
NYS Fed. Phy. Dent.	New York State Federation of Physicians and Dentists
NYSUT	New York State United Teachers
OEA	Ohio Education Association
OEA	Oregon Education Association
OFT	Oregon Federation of Teachers
OPAP	Organization of Professional Administration Personnel
OPEIU	Office of Professional Employees International Union
OPSEU	Ontario Public Service Employees Union
PaFT	Pennsylvania Federation of Teachers
PCCEA	Pima Community College Education Association
PCFA	Post College Faculty Association
PSC	Professional Staff Congress
PSEA	Penn State Education Association
SCEA	State Colleges Education Association (Nebraska)
SCFA	Santa Cruz Faculty Association
SEIU	Service Employees' International Union
SPSE	Society of Professional Scientists and Engineers
SRFBC	Simon's Rock Faculty Bargaining Council
TAA	Teaching Assistants Association
UAPD	Union of American Physicians and Dentists
UCCFF	United Community College Faculty of Florida
UEA	University Education Association
UFF	United Faculty of Florida
UFL	University Federation of Librarians
UHPA	United Hawaii Professional Assembly
UPC	United Professors of California
UPI	United Professionals of Illinois
UPU	Union De Profesores Universitaros
UUP	United University Professions
WEA	Washington Education Association
WEA	Wisconsin Education Association
WFT	Wisconsin Federation of Teachers
1199 NW	National Union of Hospital and Health Care Employees, AFL-CIO

"NO-AGENT" VOTES

1971 - 1988

"NO-AGENT" VOTES
1971 - 1988

State	Institution	Agent Defeated	Year	2/4
ALASKA	University of Alaska	NEA	1982	4
CALIFORNIA	*California Institute of the Arts	AFT	1975-	4
	Coachella Valley Community College	NEA	1978	2
	College of the Desert	NEA	1979	2
	Imperial Valley College	NEA	1980	2
	North Orange County Community College**	NEA	1978	2
	Pasadena City College**	NEA	1977	2
	Univ. of California-Berkeley	AAUP	1980	4
	-UCLA	Ind.	1981	4
	-Professional Scientist & Engineers of the Lawrence Livermore National Labs.	SPSE/CSEA	1983	4
	*Univ. of San Francisco-College of Professional Studies	AFT	1983	4
	University of California-Researchers	AFT	1986	4
COLORADO	University of Colorado**	AAUP/AFT	1975-	4
	Boulder		1980	4
CONNECTICUT	*Wesleyan University	AAUP	1979	4
	Connecticut Technical College (Part-time Faculty)	AFT	1988	2
DISTRICT OF COLUMBIA	*Catholic University of America		1979	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
FLORIDA	Central Florida Community College	NEA	1977	2
	Florida Junior College	AFT	1975	2
	*Jacksonville University	AAUP	1975-	4
	Miami Dade Junior College	AFT	1975	2
		AFT	1984	2
	Okaloosa-Walton Junior College	NEA	1975	2
	Pensacola Junior College (Full & Part-time)	UFF/AFT	1979	2
	Polk Community College	AFT	1975	2
	Santa Fe Community College	NEA	1976	2
	St. Petersburg Junior College	NEA	1977	2
	Univ. of Florida-Institute of Food and Agric. Science	Ind.	1976	4
	Univ. of Florida-Gainesville**		1980	4
	*Univ. of Miami-Coral Gables	AAUP	1974	4
ILLINOIS	*College of St. Francis	AFT	1975-	4
	William Rainey Harper College**	NEA, AFT	1976	2
	Illinois State University	AAUP, AFT	1986	4
	Northern Illinois University	AAUP, UPI	1986	4
	Southern Illinois University-Carbondale	NEA, AFT	1988	4
	Southern Illinois University-Carbondale (Administrative Professional Staff)	NEA, AFT	1988	4
	Southern Illinois University-Edwardsville	NEA, AFT	1988	4
	Southern Illinois University-Edwardsville (Dental School)	NEA, AFT	1988	4
INDIANA	*Butler University	NEA	1977	4
	*University of Evansville	NEA	1979	4
KANSAS	University of Kansas	NEA	1987	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MAINE	*Ricker College	AFT	1975-	4
	Maine Maritime Academy	AFT	1985	4
MASSACHUSETTS	*Anna Maria College	AAUP	1978	4
	*Bradford College	IBT	1982	4
	*Curry College**	Ind.	1975	4
	*Dean Junior College	AFT	1975-	2
	Holyoke Community College** (subsequently affiliated with NEA under statewide system)	NEA	1971	2
	*Lasell Junior College	AFT	1976	2
	Massachusetts Maritime Academy	AFT, NEA	1975	4
	*Merrimack College	NEA	1976	4
	*New England Conservatory of Music	AAUP	1975	4
	*Northeastern University	AAUP, NEA	1975	4
MICHIGAN	*Albion College	AAUP, NEA	1975-	4
	American Institute of Technology	AAUP	1980	4
	Grand Valley State Colleges	NEA	1974	4
		NEA	1977	
		NEA	1980	
		NEA	1982	
		NEA	1988	
	*Lawrence Institute of Technology	AAUP	1975-	4
	Michigan State University	AAUP, NEA	1972	4
		AAUP, NEA	1978	
		AAUP, NEA	1982	
	Northern Michigan University**	NEA	1975	4
	*University of Detroit**	AAUP	1975-	4
		NEA	1975-	

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MINNESOTA	*Hamline University	AAUP	1975	4
	University of Minnesota			4
	- Faculty**	AAUP	1978	
	- Law School(Duluth & Twin Cities Campus)		1980	
	- Health Science(Duluth & Cities Campus)		1980	
	- Crookston Campus-Faculty		1980	
	- Minneapolis-St. Paul	NEA,AAUP	1981	
	*St. Theresa's College	AAUP	1980	4
MISSOURI	*Stephens College**	AFT,AAUP	1978	4
	*Cottey College	AFT	1985	4
MONTANA	Montana State University	AAUP	1978	4
	University of Montana**	AAUP,AFT	1975	4
NEBRASKA	University of Nebraska, Lincoln	AAUP	1977	4
	Univ. of Nebraska College of Dentistry	Ind.	1975	4
NEW HAMPSHIRE	*Nathaniel Hawthorne College	AFT	1975	4
	University System of New Hampshire			4
	- Durham Campus	AAUP,NEA	1977	
	- Plymouth Campus	AAUP,NEA	1977	
NEW JERSEY	*Centenary College for Women	AAUP	1977	4
	Somerset County College-Adjunct Unit	AFT	1982	2
NEW YORK	Corning Community College	AFT	1976	2
	*Fordham University (2 elections)	AAUP	1975-	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
NEW YORK (Cont'd.)	*Ithaca College**	AAUP,AFT	1975-	4
	*Manhattan College	AAUP	1971	4
	*Montefiore Medical Center	NYS Fed Phy/Dent	1982	4
	*New York Medical College	NYS Fed Phy/Dent	1982	4
	*New York University	AAUP,AFT	1975-	4
		AFT	1975-	
	*Pace University	AAUP	1978	4
	*Parson's School of Design	AFT	1987	4
	*Paul Smith College	AFT	1985	2
	*Rensselaer Polytechnic Institute	AAUP	1975	4
	*Rosary Hill College	NEA	1975-	4
	*Saint Joseph's College	AFT	1976	4
	*Syracuse University	AAUP	1975-	4
	*Villa Maria College	AFT	1975-	2
NORTH CAROLINA	*Barber-Scotia College	NEA	1979	4
OHIO	*Antioch College	AAUP,AFT	1975-	4
	*Baldwin-Wallace College	AAUP	1975-	4
	Bowling Green State University	Ind.	1979	4
	*Oberlin College	Ind.	1974	4
	Ohio University	AAUP,NEA	1976	4
	University of Toledo	AAUP,AFT	1975-	4
OREGON	Eastern Oregon State College		1977	4
	Oregon Institute of Technology	Ind.	1975	4
	Oregon State University	AAUP,AFT	1977	4
		NEA,AAUP	1983	
	Treasure Valley Community College	NEA	1977	2
	Umpqua Community College	NEA	1979	2
	University of Oregon	AAUP,AFT	1977	4

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PENNSYLVANIA	Butler County Community College	NEA, Ind.	1976	2
	*King's College	AFT, NEA	1975-	4
	Pennsylvania State University	AAUP, NEA	1977	4
	*Philadelphia College of Art	AFT	1975-	4
	*Point Park College	AAUP	1974	4
	*Seton Hill College	NEA	1975-	4
	University of Pittsburgh	AFT	1977	4
	Univ. of Pittsburgh Health Professional Schools	AAUP, NEA	1975	4
	Univ. of Pittsburgh Law School	Ind.	1975	4
	Univ. of Pittsburgh-Provost Unit	AAUP, AFT, NEA	1976	4
	*Villanova University	AAUP, AFT	1975-	4
	*Waynesburg College	NEA	1976	4
	*Wilson College	PSEA/NEA	1977	4
RHODE ISLAND	*Rhode Island School of Design**	AFT		4
TENNESSEE	*Tusculum College	AFT	1972	4
VERMONT	University of Vermont	AFT, AAUP, NEA	1976	4
	Community College of Vermont	AFT	1985	2
VIRGINIA	*Randolph-Macon College	AAUP	1973	4
WASHINGTON	*Seattle University	AAUP	1975-	4
WISCONSIN	*Northland College**	AFT	1972	4

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*Denotes private institution.

For purposes of this Directory, "No-Agent" Votes are defined as elections in which faculty chose not to be represented by a certified collective bargaining agent. At those institutions in which faculty subsequently elected to be represented, the symbol ** is used. Information on "No-Agent" Votes conducted prior to 1975 is not readily available, thus for those institutions the year 1975, followed by a dash, -, is used.

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